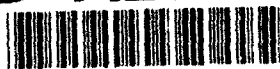


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# Seventh Quadrennial Review of Military Compensation

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## Integration and Transition Major Topical Summary (MTS) 6

August 1992

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# INTEGRATION AND TRANSITION

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**Seventh Quadrennial Review of Military Compensation**

**INTEGRATION AND TRANSITION**

**7<sup>th</sup> QRMC Major Topical Summary (MTS) 6**

**August 1992**

*Integration and Transition*  
*Major Topical Summary (MTS) 6*

A staff paper of the Seventh Quadrennial Review of Military Compensation  
August 1992

Office of the Assistant Secretary of Defense  
(Force Management and Personnel)  
The Pentagon, Room 3E764  
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## 7<sup>TH</sup> QRMC STAFF ANALYSES

The full set of the 7<sup>th</sup> QRMC study documentation includes this report and the 7<sup>th</sup> QRMC Staff Analyses, which form a series of stand-alone reports. The reports in the Staff Analyses provide detailed facts and logic of interest to the small audience of staff specialists who may require a more complete understanding of the findings and recommendations in our official report.

There are two types of documents in the Staff Analyses: Major Topical Summaries (MTSs) and Global Subject Papers (GSPs). MTSs cover primary areas of investigation, such as basic pay and allowances, while GSPs cover either theoretical considerations, such as the principles of compensation, or special research subjects, such as foreign military compensation systems. All other QRMC staff documents are internal working papers that do not necessarily represent the official views of the QRMC. The Staff Analyses consist of the following documents:

### MAJOR TOPICAL SUMMARIES (MTSs)

Compensation Structure .....	MTS 1
Basic Pay .....	MTS 2
Allowances .....	MTS 3
Special and Incentive Pays .....	MTS 4
Annual Pay Adjustment .....	MTS 5
Integration and Transition .....	MTS 6

### GLOBAL SUBJECT PAPERS (GSPs)

Foreign Military Compensation Systems Review .....	GSP A
The Target Force .....	GSP B
Modeling, Logic, and Theory .....	GSP C
Tax Issues .....	GSP D
Cost Analysis Methods .....	GSP E
Principles of Military Compensation .....	GSP F
Drawdown .....	GSP G
Service Comments on the Draft Report .....	GSP H

# INTEGRATION AND TRANSITION

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# **INTEGRATION AND TRANSITION**

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# INTEGRATION AND TRANSITION

## CHAPTER 1—OVERVIEW

### INTRODUCTION

The preceding Major Topic Summaries (MTSs) describe the 7<sup>th</sup> QRMC's findings and recommendations with respect to the various individual elements of military compensation. This MTS discusses in detail our proposals for combining the individual recommendations and options for moving to the revised set of pay and allowances. Thus, the reader may view the results of the QRMC study as an integrated plan. In fact, we made every attempt to ensure that the recommendations made sense from the standpoints of both the individual elements of compensation and the system as a whole. The goal was to develop a consistent and cohesive integrated plan to improve recruitment and retention of top-quality service members.

Of course, any change from the status quo, be it minor or major, will involve transition challenges. Furthermore, there are cost ramifications to consider. While we did not strictly constrain ourselves to no-cost solutions, we did look very hard at ways to take existing resources and better focus them—targeting the right people to be paid the right amount of money. Our analysis of transition options also emphasized the impacts on current service members.

The total cash paid to an individual service member currently varies based on five major factors: grade, time in service, dependency status, availability of government quarters, and location. Moreover, total pay can be affected by a number of special and incentive pays and individual allowances. To represent the pay of the average service member, we used Regular Military Compensation (RMC)—the standard and generally accepted measure for comparing military and civilian pay. RMC consists of basic pay, the basic allowance for subsistence (BAS), the average value of the total housing allowance, and the tax advantage associated with these allowances. Although any given service member's actual pay does not necessarily equal RMC, it is a fair representation of their average aggregate income.

Chapter 2 discusses the integration of the RMC component proposals in detail. Chapter 3 develops the transition alternatives.

## RESULTS IN BRIEF

### Integration

The QRMC's integrated plan is both cohesive and consistent. The revised pay and allowances will make sense to service members and will encourage productivity through increased emphasis on promotion. Table 1-1 shows the proposed pay table projected to 1994, if all of the QRMC recommendations are implemented in that year. It assumes the currently projected pay raises for both 1993 and 1994, and incorporates a "fixed" BAS, a housing allowance floor, and a restructured basic pay table. Note that all members would receive the same BAS and that the indicated total housing allowance is actually an average of the regional allowances. Housing allowances would have to be published by military housing areas, as the Variable Housing Allowance (VHA) tables are published today. We chose 1994 because it is the first year that the QRMC recommendations could be implemented. The proposals could just as well be implemented in any succeeding year.

The QRMC proposals call for significant changes to the individual pay elements but result in total levels of RMC that would not differ much over a career from today's career earnings. The difference lies in *when, how much, and for what reason* a member receives an increase in pay as he or she moves through a career. Figure 1-1 shows the components of the monthly RMC of a typical officer, for example, at any given year of service. The BAS, shown in black, is based on the cost of food. The housing allowance, shown in white, provides for at least a minimum level of adequate housing. Basic pay, by far the most significant component, consistently emphasizes promotion increases over longevity increases. Note that the pay line over the career is not smooth. Each of the large steps on the graph represent a distinct promotion point, O-2 through O-6.

### Transition

Transition to an improved pay and allowances system can be accomplished in one year, or in stages over multiple years; a third possibility would be to treat most of the pay table cells in one year and only selected pay table cells over multiple years. The QRMC's intent was not to define an optimal detailed transition plan. Rather, our purpose was to demonstrate that it is possible to move to a restructured pay and allowances in a smooth, understandable manner that generally leaves service members unharmed in the process and makes sense from DoD management and financial perspectives. All changes would coincide with annual pay raises. We developed one-, two-, and three-year transition plans.

The one-year option would minimize the period of force disruption, but would potentially involve the greatest "save-pay" costs.<sup>1</sup> The three-year transition plan would have

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<sup>1</sup>"Save-pay" refers to the criterion that no member's pay should decrease as result of pay table revisions. Each member would be paid the higher of his or her current pay or the level in the new pay table.

Table 1-1. Proposed Pay Table and Allowance Rates (Projected to 1994)

	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	6901.20	6901.20	7088.10	7088.10	7275.80	7463.10	7650.30	7837.20	8025.00	8212.20	8399.70	8587.00	8774.10	8961.00	9147.50	9334.00	9520.00	9706.00
O-9	6111.60	6111.60	6274.80	6274.80	6438.00	6601.50	6764.70	6927.90	7091.10	7254.30	7417.50	7580.70	7743.90	7907.10	8070.30	8233.50	8396.70	8559.90
O-8	5531.70	5531.70	5685.30	5685.30	5839.20	5992.50	6146.10	6299.40	6453.00	6606.60	6760.20	6913.80	7067.40	7221.00	7374.60	7528.20	7681.80	7835.40
O-7	4589.40	4589.40	4752.30	4752.30	4915.20	5078.10	5241.00	5403.90	5566.80	5729.70	5892.60	6055.50	6218.40	6381.30	6544.20	6707.10	6870.00	7032.90
O-6	3115.50	3286.80	3458.10	3629.40	3800.70	3972.00	4143.30	4314.60	4485.90	4657.20	4828.50	5000.00	5171.50	5343.00	5514.50	5686.00	5857.50	6029.00
O-5	2744.70	2916.00	3087.30	3258.60	3429.90	3601.20	3772.50	3943.80	4115.10	4286.40	4457.70	4629.00	4800.30	4971.60	5142.90	5314.20	5485.50	5656.80
O-4	2306.40	2477.70	2649.00	2820.30	2991.60	3162.90	3334.20	3505.50	3676.80	3848.10	4019.40	4190.70	4362.00	4533.30	4704.60	4875.90	5047.20	5218.50
O-3	2001.90	2183.60	2365.30	2547.00	2728.70	2910.40	3092.10	3273.80	3455.50	3637.20	3818.90	4000.60	4182.30	4364.00	4545.70	4727.40	4909.10	5090.80
O-2	1857.60	1970.40	2083.20	2196.00	2308.80	2421.60	2534.40	2647.20	2760.00	2872.80	2985.60	3098.40	3211.20	3324.00	3436.80	3549.60	3662.40	3775.20
O-1	1587.30	1686.20	1785.10	1884.00	1982.90	2081.80	2180.70	2279.60	2378.50	2477.40	2576.30	2675.20	2774.10	2873.00	2971.90	3070.80	3169.70	3268.60
O-3E	0.00	0.00	0.00	0.00	2700.60	2824.80	3072.60	3196.50	3320.40	3444.30	3568.20	3692.10	3816.00	3939.90	4063.80	4187.70	4311.60	4435.50
O-2E	0.00	0.00	0.00	0.00	2308.50	2421.30	2534.10	2646.90	2759.70	2872.50	2985.30	3098.10	3210.90	3323.70	3436.50	3549.30	3662.10	3774.90
O-1E	0.00	0.00	0.00	0.00	1924.00	1936.50	2049.30	2162.10	2274.90	2387.70	2500.50	2613.30	2726.10	2838.90	2951.70	3064.50	3177.30	3290.10
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
W-4	2168.70	2236.50	2304.30	2372.10	2439.90	2507.70	2575.50	2643.30	2711.10	2778.90	2846.70	2914.50	2982.30	3050.10	3117.90	3185.70	3253.50	3321.30
W-3	1853.10	1920.90	1988.70	2056.50	2124.30	2192.10	2259.90	2327.70	2395.50	2463.30	2531.10	2598.90	2666.70	2734.50	2802.30	2870.10	2937.90	3005.70
W-2	1627.80	1695.30	1762.80	1830.30	1897.80	1965.30	2032.80	2100.30	2167.80	2235.30	2302.80	2370.30	2437.80	2505.30	2572.80	2640.30	2707.80	2775.30
W-1	1393.50	1461.00	1528.50	1596.00	1663.50	1731.00	1798.50	1866.00	1933.50	2001.00	2068.50	2136.00	2203.50	2271.00	2338.50	2406.00	2473.50	2541.00
E-9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2522.10	2601.90	2681.70	2761.50	2841.30	2921.10	3000.90	3080.70	3160.50	3240.30	3320.10
E-8	0.00	0.00	0.00	0.00	0.00	0.00	2100.90	2179.20	2257.50	2335.80	2414.10	2492.40	2570.70	2649.00	2727.30	2805.60	2883.90	2962.20
E-7	1479.90	1541.70	1612.20	1683.00	1753.50	1824.00	1894.50	1965.00	2035.50	2106.00	2176.50	2247.00	2317.50	2388.00	2458.50	2529.00	2599.50	2670.00
E-6	1267.20	1328.70	1399.50	1470.00	1540.80	1611.60	1682.40	1753.20	1824.00	1894.80	1965.60	2036.40	2107.20	2178.00	2248.80	2319.60	2390.40	2461.20
E-5	1132.80	1194.30	1265.10	1335.60	1406.10	1476.60	1547.10	1617.60	1688.10	1758.60	1829.10	1899.60	1970.10	2040.60	2111.10	2181.60	2252.10	2322.60
E-4	1032.00	1093.50	1164.30	1234.80	1305.30	1375.80	1446.30	1516.80	1587.30	1657.80	1728.30	1798.80	1869.30	1939.80	2010.30	2080.80	2151.30	2221.80
E-3	936.60	998.40	1068.90	1139.70	1209.70	1279.70	1349.70	1419.70	1489.70	1559.70	1629.70	1699.70	1769.70	1839.70	1909.70	1979.70	2049.70	2119.70
E-2	853.80	915.30	976.80	1038.30	1099.80	1161.30	1222.80	1284.30	1345.80	1407.30	1468.80	1530.30	1591.80	1653.30	1714.80	1776.30	1837.80	1899.30
E-1	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90	780.90

	BAS	THA* with	THA* without
O-10	185.80	1251.18	1030.17
O-9	185.80	1251.18	1030.17
O-8	185.80	1251.18	1030.17
O-7	185.80	1251.18	1030.17
O-6	185.80	1114.55	926.28
O-5	185.80	1061.41	884.12
O-4	185.80	935.49	821.33
O-3	185.80	770.16	653.27
O-2	185.80	655.63	516.42
O-1	185.80	589.68	448.73

	BAS	THA* with	THA* without
O-3E	185.60	828.85	708.63
O-2E	185.60	752.46	600.52
O-1E	185.60	688.28	511.06

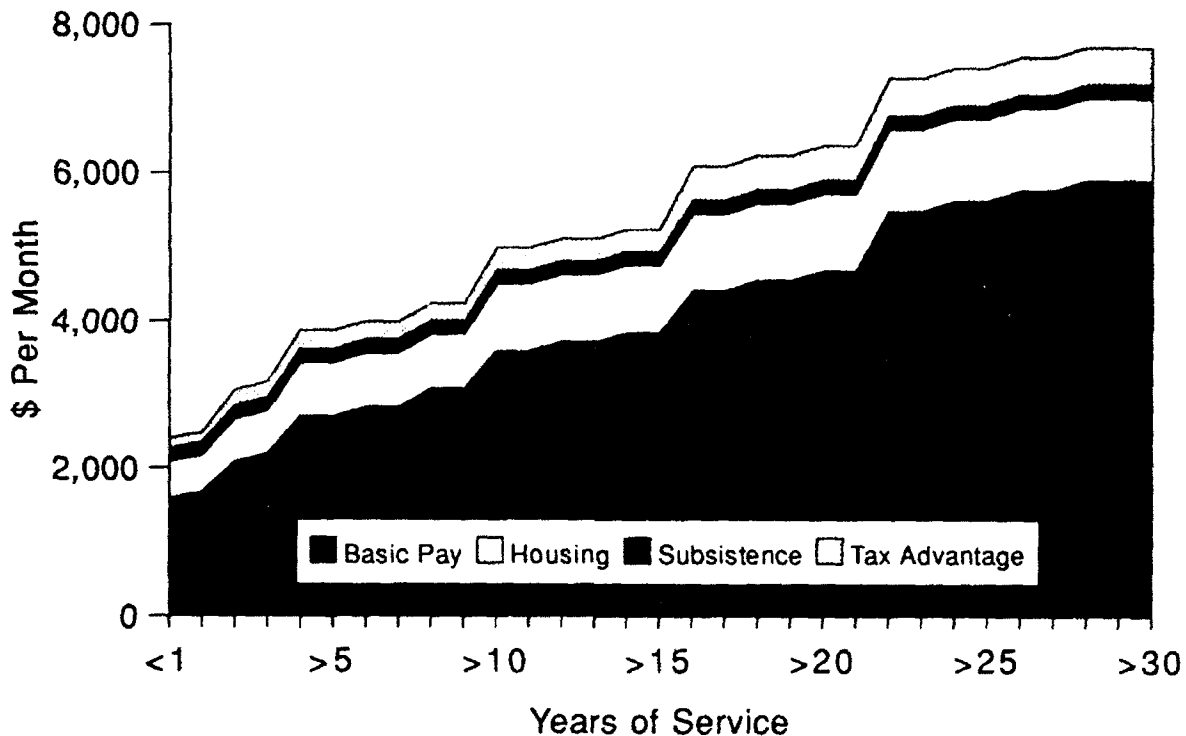
	BAS	THA* with	THA* without
W-5	185.60	818.71	741.81
W-4	185.60	818.71	741.81
W-3	185.60	756.08	618.87
W-2	185.60	701.43	551.59
W-1	185.60	602.83	480.60

	BAS	THA* with	THA* without
E-9	185.60	794.03	608.03
E-8	185.60	731.81	561.57
E-7	185.60	680.36	496.68
E-6	185.60	631.08	474.32
E-5	185.60	574.94	454.72
E-4	185.60	526.77	381.99
E-3	185.60	509.72	388.33
E-2	185.60	504.68	377.94
E-1	185.60	499.60	366.64

\* THA = average Total Housing Allowance with and without dependents





**Figure 1-1.** Components of a typical officer's monthly RMC(1994)

the least impact on any particular member and not require save pay. It would, however, prolong the transition and any associated disruptions.

Tables 1-2 and 1-3 show how the one- and three-year transitions would affect the pay cells of the majority of the members in the active duty force. The entries in each cell represent the percentage change from a projected current pay table in 1993 to a restructured table in 1994. The housing floor, not shown, would significantly increase the housing allowance for junior enlisted members. The BAS rate would increase or decrease by the amount shown from its projected 1993 levels. The outlined cells in Table 1-2 would require save-pay provisions or some special consideration of the relatively low pay raise that would otherwise occur. The same outlined cells in the three-year transition, shown in Table 1-3, would not require save pay but could still require special consideration.

*The 7<sup>th</sup> QRMC recommends using a one-year transition to implement our near-term proposals.*

Table 1-2. Officers' and Enlisted Members' 1994 Basic Pay Increase of 4.3 percent  
(One-Year Transition)-Shaded Cells Indicate Typical Career Path

	Officer												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10													
O-9													
O-8													
O-7													
O-6													
O-5													
O-4													
O-3													
O-2													
O-1													
BAS Increases \$46													
E-9													
E-8													
E-7													
E-6													
E-5													
E-4													
E-3													
E-2													
E-1													
E-1 <4													
BAS decreases \$14													

**Table 1-3. Officers' and Enlisted Members' 1994 Basic Pay Increase By 4.3 percent  
(Three-Year Transition)—Shaded Cells Indicate Typical Career Path**

Officer																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10																	4.25%
O-9																3.56%	4.24%
O-8															3.18%	3.88%	4.58%
O-7														2.53%	3.37%	4.22%	5.06%
O-6											4.42%	4.57%	5.50%	4.44%	5.34%	3.38%	4.22%
O-5									7.74%	6.82%	5.23%	4.40%	4.31%	4.04%	4.04%	4.04%	
O-4						6.20%	7.21%	6.07%	5.32%	4.90%	3.34%	4.38%	4.38%				
O-3							4.14%	3.68%	3.34%								
O-2		3.96%	6.06%	4.89%	0.56%	2.54%	2.49%										
O-1		3.42%	5.09%	5.36%	1.08%	1.95%											
BAS Increases \$20																	
Enlisted																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9																	
E-8										4.65%	4.88%	5.15%	5.44%	4.64%	5.70%	3.46%	4.44%
E-7						4.95%	5.01%	4.10%	4.31%	4.61%	4.76%	5.10%	5.23%	4.30%	5.64%	3.24%	4.45%
E-6						5.00%	5.08%	5.03%	4.94%	4.45%	4.40%	4.44%	4.86%	3.55%	5.30%	2.91%	4.46%
E-5						5.44%	5.74%	5.40%	5.08%	4.52%	4.13%	4.23%	4.23%				
E-4		3.66%	5.72%	6.06%	5.54%	5.80%	5.80%	5.80%	5.80%	4.60%	4.60%	4.60%	4.60%				
E-3		2.43%	4.62%	5.18%	6.14%												
E-2		0.72%	2.96%	2.96%													
E-1		1.47%	1.47%														
E-1 <4																	
BAS is unchanged																	

# INTEGRATION AND TRANSITION

## CHAPTER 2—INTEGRATION

### INTRODUCTION

This chapter discusses how the 7<sup>th</sup> QRMC would integrate the separate recommended components of RMC.<sup>1</sup> First, the recommendations for each component of RMC are briefly reviewed, then the effects of the changes on service members' RMC are examined. The rationale for the recommended changes to each of the RMC components may be found in the MTSs on Basic Pay and the Allowances.

### RMC as a Comparative Measure

RMC is the standard measure for comparing military with civilian pay levels. It takes into account the value of in-kind housing and subsistence, an averaged locality housing adjustment, and the value of tax savings on tax-free allowances. Although at any time the actual level of pay for most service members will not equal their RMC, it is an appropriate representation of average aggregate income.

### Methodology

In the analysis, the recommended (proposed) pay rates are compared to the existing (current) pay rates. Rates are projected in 1994 dollars, applying the full Employment Cost Index (ECI) to basic pay, basic allowance for quarters (BAQ), and BAS.<sup>2</sup>

Data are examined both in a *cell-by-cell* format (arrays of pay grade and longevity steps) and as *typical* career patterns. Separate career patterns are used for enlisted members, officers, prior-service officers, and warrant officers. Because of the many combinations using the cell-by-cell format, most of the analysis is presented using the career pattern format. Represented over a 30-year period, the *typical* career pattern for each of the four pay grade groups is defined based on the following assumptions:

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<sup>1</sup>Regular Military Compensation is the sum of basic pay, the basic allowances for housing and subsistence, and an average value for variable housing allowances, plus the tax advantage associated with the allowances.

<sup>2</sup>The military annual pay increase is currently linked to the General Schedule (GS) for federal employees, which is indexed at the full ECI. Beginning FY 1994, the GS pay raise will be indexed to ECI minus one half of 1.0 percent, with 0.5 percent funding their locality-based comparability payment. The QRMC recommends that the military pay raise continue to be indexed by the full ECI.

- *Enlisted members.* Promotions are based on projected Department of Defense (DoD) average timing, using weighted averages in the years when promotions occur. For example, promotion to E-4 is projected to occur at 2 years and 3 months of total service; therefore, the data for the typical career pattern for the second year of service consists of  $\frac{3}{12}$ ths at the E-3 pay rate and  $\frac{9}{12}$ ths at the E-4 pay rate.
- *Officers.* Promotions are based on established Defense Officer Personnel Management Act (DOPMA) guidelines.
- *Prior-Service and Warrant Officers.* A typical career pattern cannot be developed to fairly represent the large pay dispersion for these officers. They normally have prior time in service, thus entering the pay table in varying pay cells. Also, prior-service officers will move to the normal officer pay table once they reach O-4. The data for these officers are displayed as a weighted average of pay, or pay change, for all of the officers in each year of service.

Table 2-1 depicts the enlisted member promotion timing points as well as the DOPMA promotion guidelines for officers. Table 2-2 depicts the population distribution by years of service (YOS) within each of the pay grade groups. Table 2-3 depicts the population distribution by grade.<sup>3</sup>

Assumptions about dependency status, as it affects housing allowances, are based on average distributions of married and single DoD service members from FY 1991. Table 2-4 depicts these distributions.<sup>4</sup> From these single and married data, *with* and *without* dependency statuses are derived to apply to housing allowances. A weighted average housing allowance is used in this analysis.

To project data to 1994 from the current 1992 pay tables, the following indexes were used. For basic pay, BAQ, and BAS, projected military pay indexes (MPIs) of 3.7 percent and 4.3 percent were applied to 1993 and 1994, respectively. While monthly basic pay and BAQ rates were rounded to be evenly divisible by 30, monthly BAS was computed from a daily rate. Average

Table 2-1. Promotion timing phase points

Rank	Year/Month
O-6	22/0
O-5	16/0
O-4	10/0
O-3	4/0
O-2	2/0
O-1	0/0
E-9	21/0
E-8	17/8
E-7	14/1
E-6	9/0
E-5	4/9
E-4	2/3
E-3	0/8
E-2	0/4
E-1	0/0

<sup>3</sup>Derived from FY 1990 end strength data provided by the Defense Manpower Data Center (DMDC) in response to a QRMC inquiry.

<sup>4</sup>Marital distribution data were derived from *Selected Military Compensation Tables: January 1991 Pay Rates*, Department of Defense, Office of the Assistant Secretary of Defense, (Force Management and Personnel), Military Manpower and Personnel Policy (OASD (FM&P), MM&PP), Directorate of Compensation, p. A5; data as of 1 Jan 91.

Table 2-2. Population distribution in percentage by years of service for each pay grade category

	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>11	>12	>13	>14	>15	>16	>17	>18	>19	>20	>21	>22	>23	>24	>25	>26	>27	>28	>29	>30			
O-10	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5		
O-9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.6	0.9	6.9		
O-8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.9	1.9	3.4	4.4	16.4			
O-7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	1.0	1.7	4.8	7.2	7.0	8.8	6.3			
O-6	0.2	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.3	0.2	0.4	1.0	0.9	1.7	1.9	2.7	3.3	3.9	4.0	7.7	15.6	36.7	53.2	59.5	66.7	67.2	63.9	68.3	59.4	37.3			
O-5	0.4	0.2	0.2	0.2	0.3	0.4	0.5	0.9	1.4	1.9	2.3	5.4	6.0	7.2	16.4	29.6	48.0	56.9	59.8	73.1	70.6	50.0	35.6	28.9	22.0	17.5	16.9	12.9	17.3	27.4				
O-4	1.3	0.9	1.5	1.7	1.6	3.3	7.2	7.7	10.1	11.8	20.4	45.4	74.2	81.2	84.4	79.7	66.6	46.9	37.8	34.5	18.9	13.7	13.2	10.9	10.5	9.5	9.5	9.9	7.8	9.3	3.0			
O-3	13.8	13.9	13.2	20.4	61.5	89.1	88.3	89.8	88.1	86.2	77.2	51.6	19.2	11.8	6.6	1.9	1.0	1.7	1.3	1.7	0.3	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
O-2	6.8	12.1	72.7	71.1	33.3	6.1	3.7	1.6	0.4	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.1		
O-1	77.4	72.8	12.4	6.6	3.3	1.2	0.3	0.3	0.3	0.2	0.2	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	
O-3E	4.0	9.9	10.4	31.7	31.5	26.2	18.7	17.8	34.8	51.4	56.6	63.5	66.7	69.3	78.1	83.2	86.5	90.2	92.8	96.2	97.3	98.4	99.0	99.1	99.6	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
O-2E	8.0	15.5	85.4	65.0	17.4	11.0	35.3	44.6	38.8	28.0	23.7	20.5	21.1	20.0	14.3	12.2	9.9	7.9	6.3	3.8	2.5	1.5	1.0	0.9	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
O-1E	88.0	74.6	4.2	3.3	51.1	62.8	46.0	37.6	26.4	20.6	19.8	16.0	12.2	10.8	7.6	4.6	3.6	2.0	0.8	0.0	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
W-4	2.7	0.0	0.3	0.0	0.2	0.3	0.0	0.3	0.0	0.0	0.5	0.3	1.2	1.5	1.8	2.6	5.2	7.7	12.6	16.0	30.8	39.1	40.3	46.6	58.2	59.5	67.6	74.7	81.8	87.7	97.4	97.4		
W-3	5.3	1.4	0.3	0.0	0.5	0.0	1.4	1.3	2.8	9.2	14.4	9.3	15.0	17.2	18.4	24.7	25.8	35.9	44.1	48.1	46.2	43.8	42.6	39.9	32.9	35.1	27.9	21.8	15.3	11.7	2.6	2.6		
W-2	42.7	5.1	7.8	54.1	63.7	56.6	51.4	49.7	58.6	51.2	49.8	55.3	54.8	59.7	66.7	62.9	61.9	53.4	41.7	35.0	22.8	16.9	17.0	13.6	8.9	6.5	4.5	3.5	2.8	0.6	0.0	0.0	0.0	
W-1	49.3	93.5	91.5	45.9	35.6	43.2	47.2	48.7	39.7	39.5	35.3	35.1	29.0	21.6	13.2	9.8	7.1	3.0	1.6	0.8	0.2	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.5	1.5	3.0	8.1	11.9	18.3	25.8	36.4	40.3	56.9	72.6	90.1	93.6	93.6	93.6	93.6	
E-8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.6	1.6	4.1	6.7	11.3	17.2	20.3	29.8	32.4	34.8	36.9	36.3	34.8	37.4	26.0	8.7	6.0	5.6	5.6	5.6	
E-7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.4	1.6	4.0	7.9	15.1	23.7	32.4	40.9	43.2	46.5	46.8	45.6	44.4	44.9	40.2	36.1	26.9	24.7	5.6	1.4	0.8	0.4	0.8	0.8	0.8	
E-6	0.0	0.0	0.0	0.0	0.4	2.8	8.2	16.3	24.0	31.5	40.5	47.8	52.0	52.7	50.1	44.5	41.5	35.8	30.0	26.9	16.8	10.7	6.6	1.1	0.3	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0
E-5	0.2	0.2	2.4	10.1	26.4	41.1	53.4	61.3	62.7	59.9	52.0	42.1	31.4	22.3	15.2	10.0	8.0	5.6	4.2	3.8	0.8	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-4	1.3	12.7	50.8	77.0	68.3	53.4	36.9	21.4	12.2	6.7	3.2	1.9	1.1	0.5	0.5	0.3	0.3	0.3	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-3	16.1	59.5	42.6	10.6	2.9	1.6	0.9	0.5	0.3	0.2	0.1	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-2	37.2	25.1	3.1	1.2	0.5	0.3	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-1	11.7	2.4	1.1	1.0	1.4	0.9	0.4	0.3	0.3	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-1<4	33.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 2-3. Population distribution in percentage by grade

	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>11	>12	>13	>14	>15	>16	>17	>18	>19	>20	>21	>22	>23	>24	>25	>26	>27	>28	>29	>30	
O-10	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
O-9	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	1.7	5.9	6.7	84.0	
O-8	0.5	0.0	0.0	0.3	0.0	0.0	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.3	0.0	0.5	0.3	0.8	4.3	7.4	11.2	10.4	63.3	
O-7	0.2	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.2	0.0	0.4	0.2	1.1	6.3	6.7	16.2	19.9	16.2	14.7	16.9	
O-6	0.3	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.2	0.3	0.6	0.5	0.9	0.9	1.4	1.8	2.1	2.3	3.2	5.8	11.3	14.2	14.1	10.2	8.8	6.8	6.0	3.8	3.9	
O-5	0.2	0.1	0.1	0.1	0.1	0.1	0.2	0.2	0.3	0.4	0.5	0.7	1.4	1.5	1.6	3.3	6.4	10.9	13.4	15.1	13.0	11.3	6.7	4.1	3.0	1.5	1.0	0.8	0.5	0.5	1.2	
O-4	0.4	0.3	0.5	0.5	0.5	1.0	1.9	1.8	2.0	2.1	3.5	7.9	11.5	11.9	11.5	9.8	8.7	6.5	5.4	5.3	2.0	1.3	1.1	0.8	0.7	0.4	0.3	0.3	0.2	0.2	0.1	
O-3	2.4	2.8	2.6	3.6	10.8	15.3	13.5	12.3	10.3	9.2	8.0	5.3	1.8	1.0	0.5	0.1	0.1	0.1	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
O-2	3.1	6.5	37.2	32.9	15.3	2.7	1.5	0.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
O-1	40.8	45.2	7.4	3.6	1.8	0.6	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
O-8E	0.0	0.0	0.0	0.1	0.4	0.7	0.7	0.8	1.8	3.6	4.2	5.2	6.8	8.1	9.0	9.7	7.6	8.3	7.9	7.8	4.7	4.3	3.3	1.9	1.5	0.7	0.4	0.2	0.1	0.1	0.0	0.0
O-2E	0.3	0.3	1.1	1.0	1.3	6.2	9.2	9.0	8.9	8.0	7.6	9.7	10.5	7.4	6.4	3.9	3.3	2.4	1.4	0.5	0.3	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
O-1E	4.5	1.8	0.1	0.1	3.8	9.9	10.5	10.1	8.0	8.5	8.7	7.7	7.3	7.3	5.2	3.2	1.9	1.1	0.4	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.4	0.5	0.7	1.1	2.0	3.5	6.5	8.1	10.8	11.3	9.9	7.3	8.1	4.9	5.5	4.3	4.8	4.8	5.0	0.0
W-3	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.1	0.2	1.0	1.8	1.3	2.7	3.7	4.5	6.4	6.0	9.6	13.5	14.4	9.6	7.5	6.2	3.7	2.7	1.7	1.4	0.7	0.5	0.4	0.1	0.0
W-2	0.4	0.1	0.3	2.6	3.2	2.5	2.2	2.3	3.0	3.4	3.7	4.5	6.0	7.6	9.8	9.7	8.6	8.5	7.6	6.3	2.8	1.7	1.5	0.7	0.4	0.2	0.1	0.1	0.1	0.0	0.0	0.0
W-1	1.2	6.4	8.8	5.9	4.8	5.1	5.3	6.0	5.2	7.0	6.9	7.5	8.4	7.3	5.1	4.0	2.6	1.3	0.8	0.4	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.5	1.6	4.0	7.7	8.9	10.0	10.8	11.0	9.4	10.1	9.6	6.4	6.3	2.7	0.8	0.0
E-8	0.0	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.7	1.8	3.9	8.0	12.0	15.2	18.2	12.4	8.5	6.2	4.8	3.1	3.1	1.0	0.3	0.1	0.1	0.0	0.0
E-7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.8	1.9	3.4	4.9	6.6	8.5	10.2	12.5	13.2	12.5	12.2	5.8	3.2	2.0	1.5	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
E-6	0.0	0.0	0.0	0.1	0.3	1.1	2.4	4.0	5.9	7.0	8.8	9.6	9.4	9.1	8.9	8.4	8.0	6.6	5.0	4.0	0.9	0.4	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-5	0.2	0.1	1.7	5.8	6.8	9.3	9.5	10.3	10.6	9.3	8.1	7.1	5.8	5.3	3.7	2.5	1.6	1.1	0.6	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-4	1.1	9.3	23.5	23.2	12.0	11.2	8.0	5.9	3.3	1.7	0.4	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-3	15.3	44.5	25.6	10.9	1.5	1.3	0.5	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-2	61.0	33.2	3.1	1.9	0.3	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-1	74.1	12.4	4.0	4.4	1.5	1.3	0.6	0.4	0.5	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-1	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 2-4. Dependency data from FY 1991

	%Single	%Married	M2	M3	M4	M5	M6+	Ave Fam Size	Married Size
O-10	2.4	97.7	45.7	34.2	7.5	4.7	5.6	2.83	2.88
O-9	0.8	99.2	45.8	28.3	18.4	4.2	2.5	2.87	2.88
O-8	1.6	98.4	37.5	27.6	22.0	8.1	3.2	3.07	3.11
O-7	2.5	97.5	22.6	26.2	31.4	12.5	4.9	3.44	3.50
O-6	4.6	95.4	14.0	19.9	38.2	16.4	6.8	3.68	3.81
O-5	7.4	92.6	11.1	16.7	39.9	17.4	7.5	3.71	3.93
O-4	13.2	86.8	14.3	17.4	34.0	14.9	6.3	3.42	3.79
O-3	27.5	72.5	23.2	17.7	20.6	7.9	3.1	2.67	3.31
O-2	51.8	48.2	28.2	10.4	6.7	2.2	0.7	1.81	2.69
O-1	69.3	30.7	20.3	5.1	3.6	1.3	0.4	1.48	2.57
O-3E	27.5	72.5	23.2	17.7	20.6	7.9	3.1	2.67	3.31
O-2E	51.8	48.2	28.2	10.4	6.7	2.2	0.7	1.81	2.69
O-1E	69.3	30.7	20.3	5.1	3.6	1.3	0.4	1.48	2.57
W-5	2.8	97.2	12.7	22.7	36.0	17.5	8.3	3.78	3.86
W-4	2.8	97.2	12.7	22.7	36.0	17.5	8.3	3.78	3.86
W-3	4.8	95.2	10.5	19.2	38.3	18.3	9.0	3.82	3.96
W-2	9.2	90.8	13.8	19.2	34.1	16.5	7.2	3.57	3.83
W-1	24.1	75.9	19.0	19.4	24.5	9.5	3.6	2.87	3.47
E-9	3.7	96.3	14.3	23.3	34.1	16.6	8.0	3.70	3.80
E-8	4.5	95.5	10.4	19.7	36.4	19.1	9.9	3.85	3.98
E-7	7.3	92.7	11.9	19.4	34.0	18.3	9.1	3.71	3.93
E-6	12.9	87.1	16.5	21.5	29.1	13.8	6.3	3.33	3.68
E-5	26.3	73.7	22.9	21.7	19.5	7.1	2.5	2.66	3.25
E-4	52.7	47.3	23.3	14.3	7.3	1.8	0.5	1.84	2.77
E-3	73.8	26.2	16.6	7.2	2.1	0.3	0.1	1.39	2.48
E-2	83.9	16.1	10.2	4.5	1.3	0.2	0.0	1.24	2.47
E-1	83.9	16.1	8.7	5.1	1.9	0.3	0.1	1.26	2.63
E-1 <4	83.9	16.1	8.7	5.1	1.9	0.3	0.1	1.26	2.63



VHA rates and the United States Department of Agriculture (USDA) food cost rates were projected using Consumer Price Index (CPI) values of 3.7 percent, 3.8 percent, and 3.6 percent, for 1992, 1993, and 1994, respectively.

The definition of RMC assumes a cash equivalent value for in-kind subsistence and housing. RMC equates the value of subsistence in kind to BAS, and the value of quarters in kind to BAQ plus average VHA.

## COMPONENTS OF RMC

### Housing

Projections of current BAQ and average VHA rates are detailed in Table 2-5 and Figure 2-1. The QRM's recommended change, for the purpose of this analysis, affects only the minimum level of housing allowances (establishment of a housing floor).<sup>5</sup> As can be seen in Figure 2-1, the increases primarily affect the lower ranks of each group; higher ranks experience little or no change. As stated earlier, the value of government housing for RMC computation was set equal to the total housing allowance.

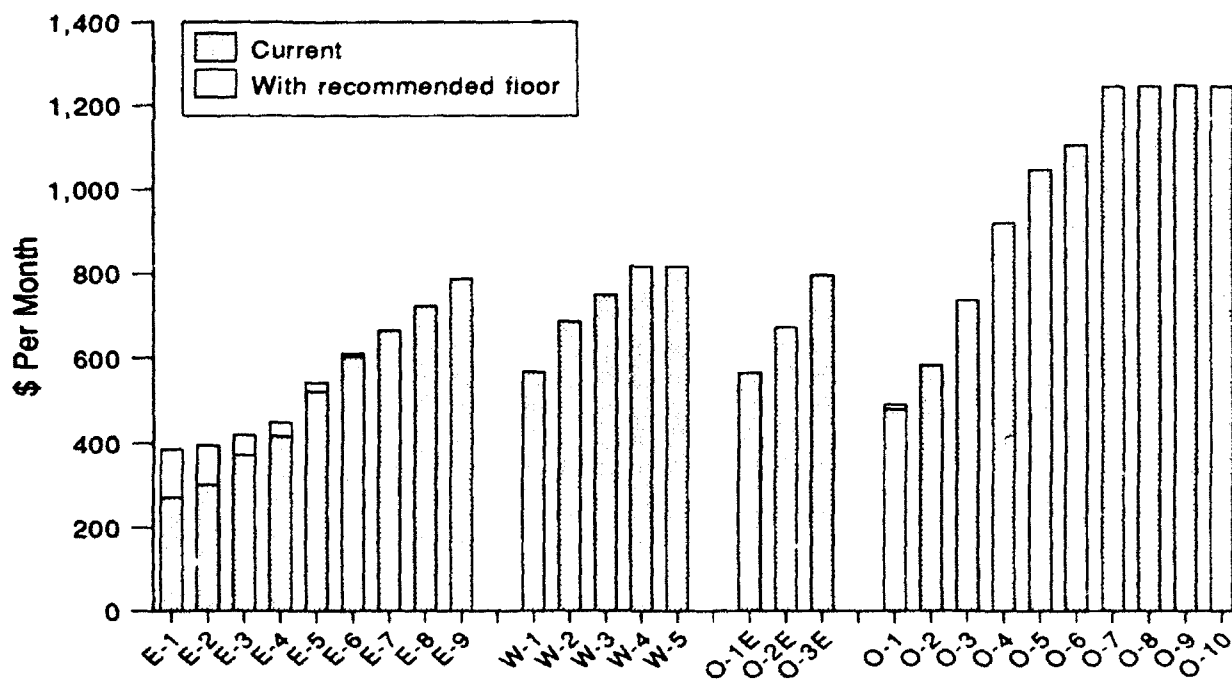


Figure 2-1. Average value of housing

<sup>5</sup>See the 7th QRM "Allowances" Major Topic Summary, Chapter 4 (Housing Allowances) for a complete discussion of housing allowance recommendations.

**Table 2-5. Projected housing rates for 1994**

	With-dependent rates			Without-dependent rates		
	BAQ	VHA	FLOOR	BAQ	VHA	FLOOR
O-10	917.40	333.78	0.00	745.50	284.67	0.00
O-9	917.40	333.78	0.00	745.50	284.67	0.00
O-8	917.40	333.78	0.00	745.50	284.67	0.00
O-7	917.40	333.78	0.00	745.50	284.67	0.00
O-6	826.50	288.35	0.00	684.00	242.28	0.00
O-5	796.20	265.21	0.00	658.80	225.62	0.00
O-4	702.00	233.19	0.00	610.50	211.13	0.00
O-3	581.10	189.06	0.00	489.30	163.97	0.00
O-2	496.20	159.43	0.30	387.90	126.98	1.19
O-1	443.40	142.99	3.29	326.70	105.13	14.29
O-3E	624.30	204.85	0.00	528.30	180.63	0.00
O-2E	563.10	189.06	0.00	449.10	151.42	0.00
O-1E	520.50	168.08	0.00	386.10	123.95	0.97
W-5	621.00	197.71	0.00	550.80	191.01	0.00
W-4	621.00	197.71	0.00	550.80	191.01	0.00
W-3	569.40	186.68	0.00	462.90	155.97	0.00
W-2	523.80	177.60	0.03	410.70	140.82	0.07
W-1	453.00	149.48	0.35	344.10	112.92	3.44
E-9	596.10	197.93	0.00	452.40	155.53	0.09
E-8	549.60	182.14	0.37	415.50	144.72	1.29
E-7	510.30	168.94	0.81	354.60	122.44	18.85
E-6	471.90	157.05	2.44	321.00	110.97	40.60
E-5	423.90	140.61	10.43	296.10	101.45	55.09
E-4	369.00	125.68	32.09	257.40	88.91	33.93
E-3	343.20	116.16	50.36	252.90	86.96	46.47
E-2	326.70	110.54	67.44	205.50	69.65	98.55
E-1	326.70	101.67	71.23	182.70	56.89	121.81
E-1 <4	326.70	101.67	71.23	182.70	56.89	121.81

## Subsistence

The integration of our BAS recommendations will affect both the BAS rate and the basic pay levels. The QRMCM recommends setting BAS equal to USDA food costs. Thus, enlisted BAS must be reduced from current levels and officer BAS increased. To preserve current compensation levels, the reduction in BAS for enlisted members should be transferred to basic pay along with the computed reduction in tax advantage, and the increase in officers' BAS should be offset with a reduction in basic pay. However, a dollar-for-dollar exchange between BAS and basic pay would result in an inappropriate change to a member's future retirement pay and an unwarranted increase in pay for members who receive subsistence in kind. Thus, discounted trade-offs should be made between current cash and deferred retirements where necessary.<sup>6</sup>

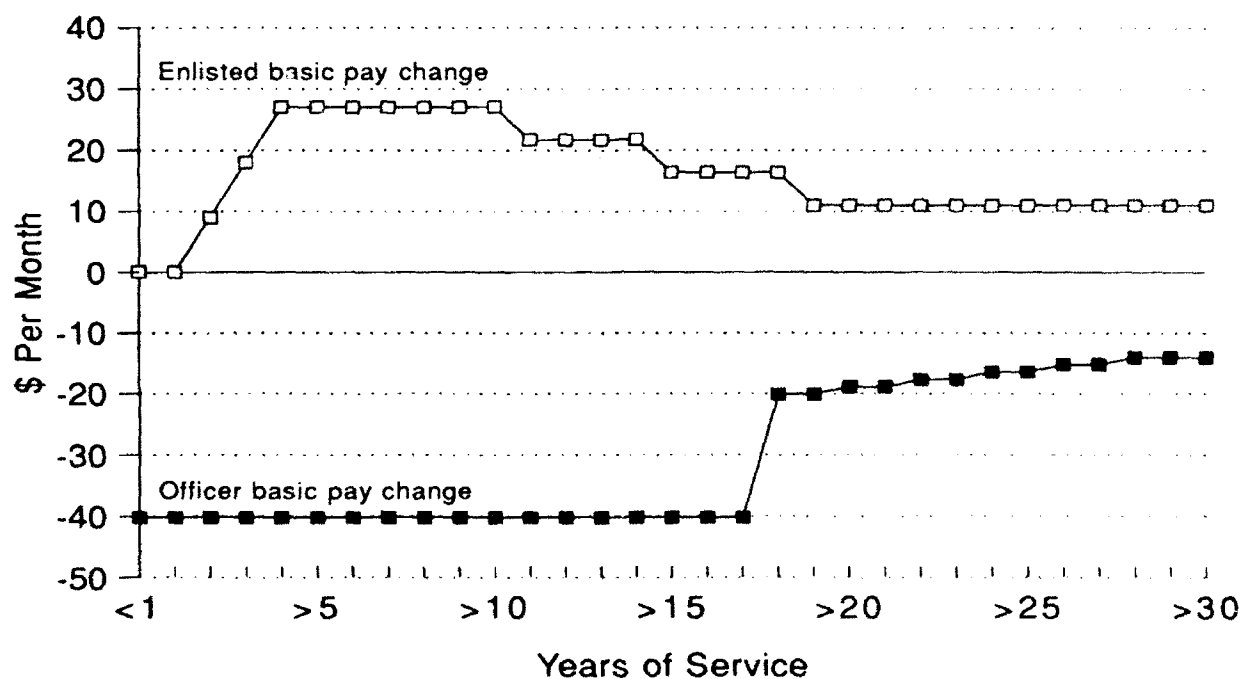


Figure 2-2. Changes to basic pay resulting from the BAS recommendations

The projected USDA food cost in 1994 is \$185.60 per month; whereas BAS projections at current rates are \$207.93 for enlisted members and \$145.39 for officers. Because the proposed BAS rate will equal the USDA food cost, enlisted BAS will be reduced by \$22.33 per month, and officer BAS will increase by \$40.21. Table 2-6 and Figure 2-2 depict these rates and the actual amounts applied to or taken from basic pay. In the RMC computations, the value of subsistence in kind is set equal to the BAS rate.

<sup>6</sup>See the 7<sup>th</sup> QRMCM "Allowances" MTS, Chapter 3 (Basic Allowance for Subsistence) for a complete discussion of the BAS recommendations.

**Table 2-6. Factors and amounts used to adjust the BAS rate (BP=Basic Pay)**

Officers							\$40.21 = Change in BAS				
Years of Service	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	
BAS application factor	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Amount required from BP	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	
Years of Service	>10	>11	>12	>13	>14	>15	>16	>17	>18	>19	
BAS application factor	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.50	0.50	
Amount required from BP	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$20.11	\$20.11	
Years of Service	>20	>21	>22	>23	>24	>25	>26	>27	>28	>29	>30
BAS application factor	0.47	0.47	0.44	0.44	0.41	0.41	0.38	0.38	0.35	0.35	0.35
Amount required from BP	\$18.90	\$18.90	\$17.69	\$17.69	\$16.49	\$16.49	\$15.28	\$15.28	\$14.07	\$14.07	\$14.07
Enlisted Members							(\$22.33) = Change in BAS				
Years of Service	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	
BAS application factor	0.00	0.00	0.33	0.67	1.00	1.00	1.00	1.00	1.00	1.00	
Federal tax rate	17.0%	17.2%	17.3%	17.4%	17.4%	17.4%	17.4%	17.4%	17.5%	17.5%	
Amount added to BP	\$0.00	\$0.00	\$9.01	\$18.01	\$27.02	\$27.02	\$27.03	\$27.03	\$27.05	\$27.05	
Years of Service	>10	>11	>12	>13	>14	>15	>16	>17	>18	>19	
BAS application factor	1.00	0.80	0.80	0.80	0.80	0.60	0.60	0.60	0.60	0.40	
Federal tax rate	17.6%	17.6%	17.8%	17.8%	17.9%	17.9%	18.2%	18.2%	18.3%	18.3%	
Amount added to BP	\$27.10	\$21.68	\$21.73	\$21.73	\$21.77	\$16.33	\$16.39	\$16.39	\$16.39	\$10.93	
Years of Service	>20	>21	>22	>23	>24	>25	>26	>27	>28	>29	>30
BAS application factor	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Federal tax rate	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	18.7%	18.7%	18.7%	18.7%	18.7%
Amount added to BP	\$10.97	\$10.97	\$10.98	\$10.98	\$10.98	\$10.98	\$10.99	\$10.99	\$10.99	\$10.99	\$10.99

### Basic Pay

The QRMC's recommendations on basic pay, the major change to RMC, are based on reestablishing a proper balance between promotion and longevity.<sup>7</sup> Tables 2-7 through 2-9 show the cell-by-cell basic pay changes by comparing the projected 1994 current and proposed pay tables. The shaded portions on the enlisted and officer tables represent typical career progressions. Figures 2-3 and 2-4 display the points along these shaded lines. Progression lines on Table 2-9 for prior-service and warrant officers are not shown because of the large variance in their grade and longevity combinations. Instead, the lines on Figures 2-5 and 2-6 represent the weighted average of changes in basic pay for these groups. Note that these tables and figures do not incorporate the impact of the BAS recommendations.

The sharp swings depicting the basic pay table changes, although appearing dramatic, actually smooth the pay over service members' careers. This smoothed pay progression is depicted in later figures examining the resulting levels of RMC.

<sup>7</sup>See the 7<sup>th</sup> QRMC "Basic Pay" MTS for a complete discussion of recommended changes.

Table 2-7. Enlisted members' current and recommended basic pay table comparison (BAS recommendations not included)

1994 Current Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	2548	2605	2664	2726	2786	2840	2990	2990	3280	3280
E-8	0	0	0	0	0	0	2137	2198	2256	2314	2375	2430	2490	2636	2636	2930	2930
E-7	1492	1492	1610	1670	1729	1787	1844	1904	1963	2052	2110	2168	2197	2344	2344	2636	2636
E-6	1283	1283	1399	1457	1519	1576	1633	1693	1780	1836	1895	1924	1924	1924	1924	1924	1924
E-5	1126	1126	1226	1286	1341	1430	1488	1547	1604	1633	1633	1633	1633	1633	1633	1633	1633
E-4	1050	1050	1109	1175	1265	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316
E-3	990	990	1044	1086	1129	1129	1129	1129	1129	1129	1129	1129	1129	1129	1129	1129	1129
E-2	953	953	953	953	953	953	953	953	953	953	953	953	953	953	953	953	953
E-1	850	850	850	850	850	850	850	850	850	850	850	850	850	850	850	850	850
E-1 <4	786	786	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	2495	2580	2665	2750	2835	2921	3006	3097	3189	3280
E-8	0	0	0	0	0	0	2074	2152	2231	2309	2387	2466	2544	2623	2725	2827	2929
E-7	1480	1542	1603	1665	1726	1788	1850	1911	1973	2035	2096	2158	2219	2281	2399	2518	2636
E-6	1267	1329	1390	1452	1514	1575	1637	1698	1760	1822	1866	1900	1900	1900	1900	1900	1900
E-5	1133	1194	1256	1318	1379	1441	1502	1564	1598	1620	1620	1620	1620	1620	1620	1620	1620
E-4	1032	1094	1155	1217	1278	1340	1340	1340	1340	1340	1340	1340	1340	1340	1340	1340	1340
E-3	937	998	1060	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122
E-2	854	915	915	915	915	915	915	915	915	915	915	915	915	915	915	915	915
E-1	781	781	781	781	781	781	781	781	781	781	781	781	781	781	781	781	781
1994 Pay Table: cell-by-cell comparison																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-53.27	-25.13	0.90	24.84	49.08	80.21	16.25	107.76	-91.42	0.10
E-8	N/A	N/A	N/A	N/A	N/A	N/A	-63.17	-45.65	-25.14	-5.22	11.99	35.81	54.52	-13.16	89.07	-102.39	-0.16
E-7	-11.58	50.03	-7.15	-4.94	-2.13	0.68	5.59	7.80	10.01	-17.17	-13.76	-10.65	22.76	-62.93	55.37	-118.23	0.07
E-6	-16.22	45.39	-8.49	-5.08	-5.57	-0.96	4.25	5.56	-20.13	-14.01	-28.61	-23.80	-23.80	-23.80	-23.80	-23.80	-23.80
E-5	6.56	68.17	30.18	31.79	37.90	11.31	14.73	17.24	-5.86	-12.55	-12.55	-12.55	-12.55	-12.55	-12.55	-12.55	-12.55
E-4	-18.36	43.25	45.76	42.27	12.98	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50
E-3	-52.98	8.63	15.94	35.85	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05
E-2	-98.68	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06
E-1	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.89
E-1 <4	-4.99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Table 2-8. Officers' current and recommended basic pay table comparison (BAS recommendations not included)

1994 Current Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	6941	6941	7185	7185	7185	7185	7461	7461	7874	7874	8438	8438	9003	9003	9003	9564	9564
O-9	6152	6152	6313	6447	6447	6447	6611	6611	6886	6886	7461	7461	7874	7874	7874	8438	8438
O-8	5572	5572	5739	5875	5875	5875	6313	6313	6611	6611	6886	7185	7461	7645	7645	7645	7645
O-7	4630	4630	4944	4944	4944	5166	5166	5466	5466	5739	6313	6747	6747	6747	6747	6747	6747
O-6	3432	3432	3770	4017	4017	4017	4017	4017	4017	4154	4811	5056	5166	5466	5466	5928	5928
O-5	2744	2744	3222	3445	3445	3445	3445	3550	3741	3992	4290	4536	4673	4837	4837	4837	4837
O-4	2313	2313	2817	3005	3005	3061	3196	3414	3605	3770	3936	4044	4044	4044	4044	4044	4044
O-3	2150	2150	2404	2570	2843	2979	3086	3253	3414	3498	3498	3498	3498	3498	3498	3498	3498
O-2	1875	1875	2047	2460	2542	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595
O-1	1628	1628	1692	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047
1994 Proposed Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	6941	6941	7128	7128	7316	7503	7691	7877	8065	8252	8440	8627	8814	9002	9189	9376	9564
O-9	6152	6152	6315	6315	6478	6642	6805	6968	7131	7295	7458	7621	7784	7948	8111	8275	8438
O-8	5572	5572	5726	5726	5879	6033	6186	6340	6493	6647	6800	6954	7108	7261	7415	7568	7722
O-7	4630	4630	4793	4793	4955	5118	5281	5444	5607	5770	5933	6096	6259	6421	6584	6747	6910
O-6	3156	3327	3498	3670	3841	4012	4184	4355	4526	4697	4869	5117	5365	5506	5646	5787	5928
O-5	2785	2956	3128	3299	3470	3641	3811	3981	4152	4322	4494	4570	4694	4818	4948	5074	5200
O-4	2347	2518	2689	2861	3032	3203	3374	3545	3716	3887	4058	4229	4400	4571	4742	4913	5084
O-3	2042	2234	2425	2617	2741	2865	3113	3237	3361	3485	3609	3733	3857	3981	4105	4229	4353
O-2	1898	2011	2123	2236	2349	2462	2462	2462	2462	2462	2462	2462	2462	2462	2462	2462	2462
O-1	1628	1706	1785	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864
1994 Pay Table: cell-by-cell comparison																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	0.00	0.00	-57.00	-57.00	130.50	318.00	229.50	416.40	190.80	378.00	2.10	189.30	-188.40	-0.90	186.30	-187.50	0.00
O-9	0.30	0.30	2.10	-132.30	30.90	194.40	193.50	356.70	245.10	408.90	-2.70	160.20	-90.00	73.50	236.70	-163.20	0.00
O-8	0.00	0.00	-13.50	-149.40	4.50	157.80	-126.60	26.70	-118.20	35.40	-85.80	-231.60	-353.40	-384.00	-230.40	-77.10	76.80
O-7	0.00	0.00	-151.80	-151.80	11.10	-48.00	114.90	-21.60	141.00	30.90	-380.10	-651.30	-488.40	-325.80	-162.60	0.30	163.20
O-6	-276.00	-104.70	-271.80	-347.70	-176.40	-5.10	166.20	337.50	508.80	543.60	58.20	60.60	198.30	39.90	180.60	-140.70	0.00
O-5	40.50	211.80	-94.80	-146.40	24.90	195.30	365.70	431.70	411.00	330.60	155.70	34.50	20.70	-18.90	-18.90	-18.90	-18.90
O-4	33.30	204.60	-127.80	-144.60	26.70	207.60	309.30	215.40	147.60	106.80	65.10	30.00	30.00	30.00	30.00	30.00	30.00
O-3	-107.40	64.30	21.60	47.40	-102.30	-114.00	27.00	-16.20	-52.80	-69.30	-69.30	-69.30	-69.30	-69.30	-69.30	-69.30	-69.30
O-2	23.10	135.90	76.50	-223.80	-193.50	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80
O-1	-0.30	78.60	93.30	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70

Table 2-9. Prior-service and warrant officers' current and recommended basic pay table comparison (BAS recommendations not included)

1994 Current Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2843	2979	3086	3253	3414	3550	3550	3550	3550	3550	3550	3550	3550
OE-2	0	0	0	0	2542	2595	2678	2817	2925	3005	3005	3005	3005	3005	3005	3005	3005
OE-1	0	0	0	0	2047	2187	2268	2350	2432	2542	2542	2542	2542	2542	2542	2542	2542
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3738	3880	3880	4160	4160
W-4	2190	2190	2350	2350	2404	2513	2624	2734	2925	3061	3168	3253	3358	3470	3470	3741	3741
W-3	1991	1991	2159	2159	2187	2213	2375	2513	2595	2678	2757	2843	2954	3061	3061	3168	3168
W-2	1744	1744	1886	1886	1941	2047	2159	2241	2324	2404	2488	2570	2651	2757	2757	2757	2757
W-1	1453	1453	1666	1666	1805	1886	1967	2047	2132	2213	2295	2375	2460	2460	2460	2460	2460
1994 Proposed Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2741	2865	3113	3237	3361	3485	3609	3733	3733	3733	3733	3733	3733
OE-2	0	0	0	0	2349	2462	2574	2687	2800	2912	2912	2912	2912	2912	2912	2912	2912
OE-1	0	0	0	0	1864	1977	2090	2202	2315	2428	2428	2428	2428	2428	2428	2428	2428
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3762	3892	4021	4151	4280
W-4	2209	2277	2344	2412	2480	2592	2705	2818	2930	3043	3156	3269	3381	3494	3607	3719	3832
W-3	1893	1961	2029	2096	2164	2265	2367	2468	2570	2671	2773	2874	2975	3077	3178	3280	3381
W-2	1668	1736	1803	1871	1939	2029	2119	2209	2299	2389	2480	2570	2660	2750	2840	2840	2840
W-1	1434	1501	1569	1637	1704	1877	1961	2045	2130	2215	2299	2384	2384	2384	2384	2384	2384
1994 Pay Table cell-by-cell comparison																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	-102.30	-114.00	27.00	-16.20	-52.80	-64.80	59.10	183.00	183.00	183.00	183.00	183.00	183.00
OE-2	N/A	N/A	N/A	N/A	-193.50	-133.80	-103.50	-130.20	-125.40	-93.00	-93.00	-93.00	-93.00	-93.00	-93.00	-93.00	-93.00
OE-1	N/A	N/A	N/A	N/A	-182.70	-210.60	-178.50	-147.60	-116.70	-114.60	-114.60	-114.60	-114.60	-114.60	-114.60	-114.60	-114.60
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	24.30	12.00	141.60	-9.30	120.30
W-4	18.60	86.40	-5.70	61.80	75.90	79.20	81.00	83.70	5.10	-18.00	-12.30	15.60	23.10	23.40	136.20	-21.60	91.20
W-3	-97.50	-29.70	-130.80	-63.00	-23.40	52.80	-7.80	-44.70	-25.80	-6.60	15.30	30.90	21.60	15.90	117.30	111.60	213.00
W-2	-75.60	-8.10	-82.80	-15.30	-2.70	-18.30	-40.50	-32.40	-24.30	-14.40	-8.70	0.00	9.30	-7.50	82.80	82.80	82.80
W-1	-18.90	48.60	-96.90	-29.10	-100.50	-9.60	-6.00	-1.50	-1.80	2.10	4.20	9.00	-76.20	-76.20	-76.20	-76.20	-76.20

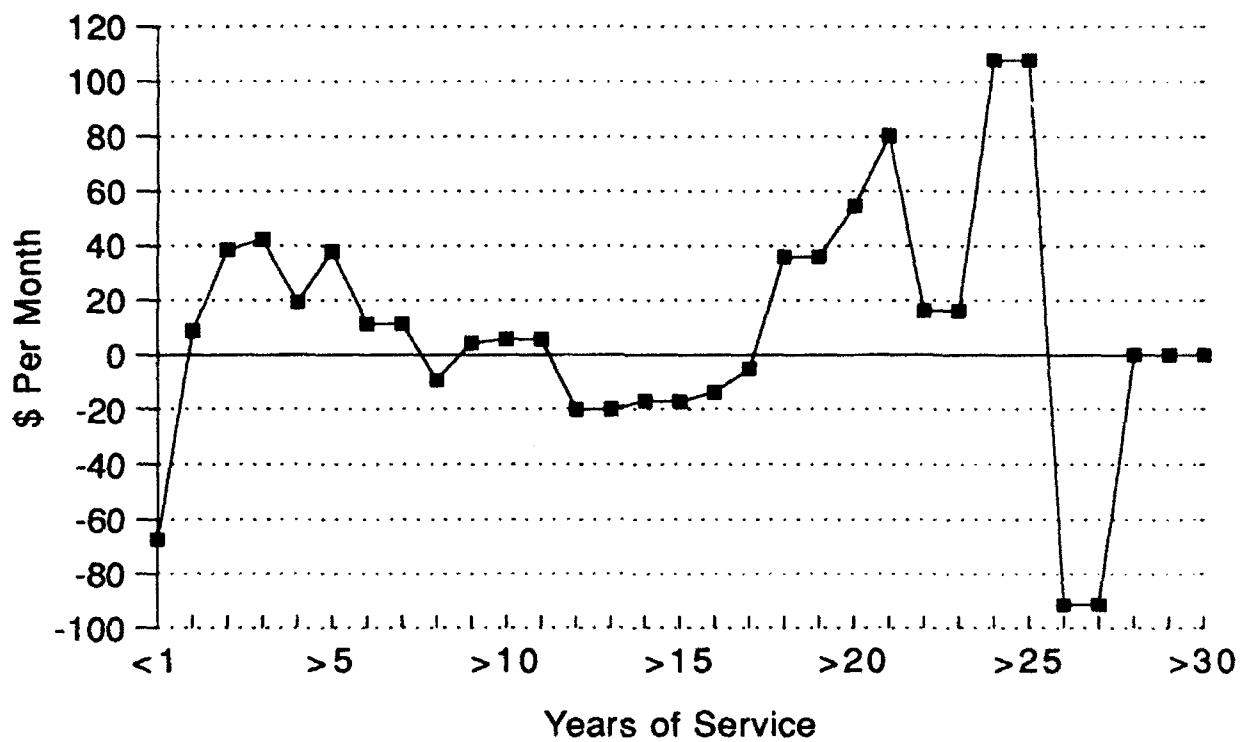


Figure 2-3. Change in enlisted members' average basic pay (1994)

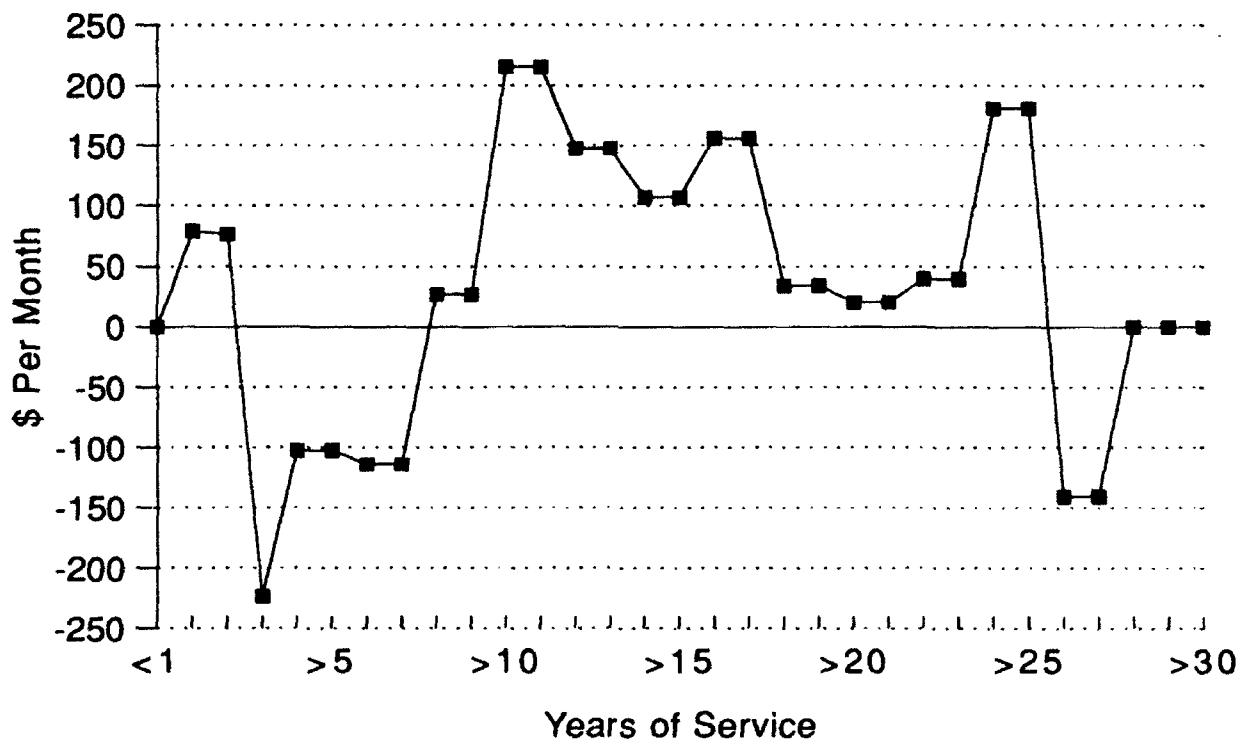


Figure 2-4. Change in officers' average basic pay (1994)



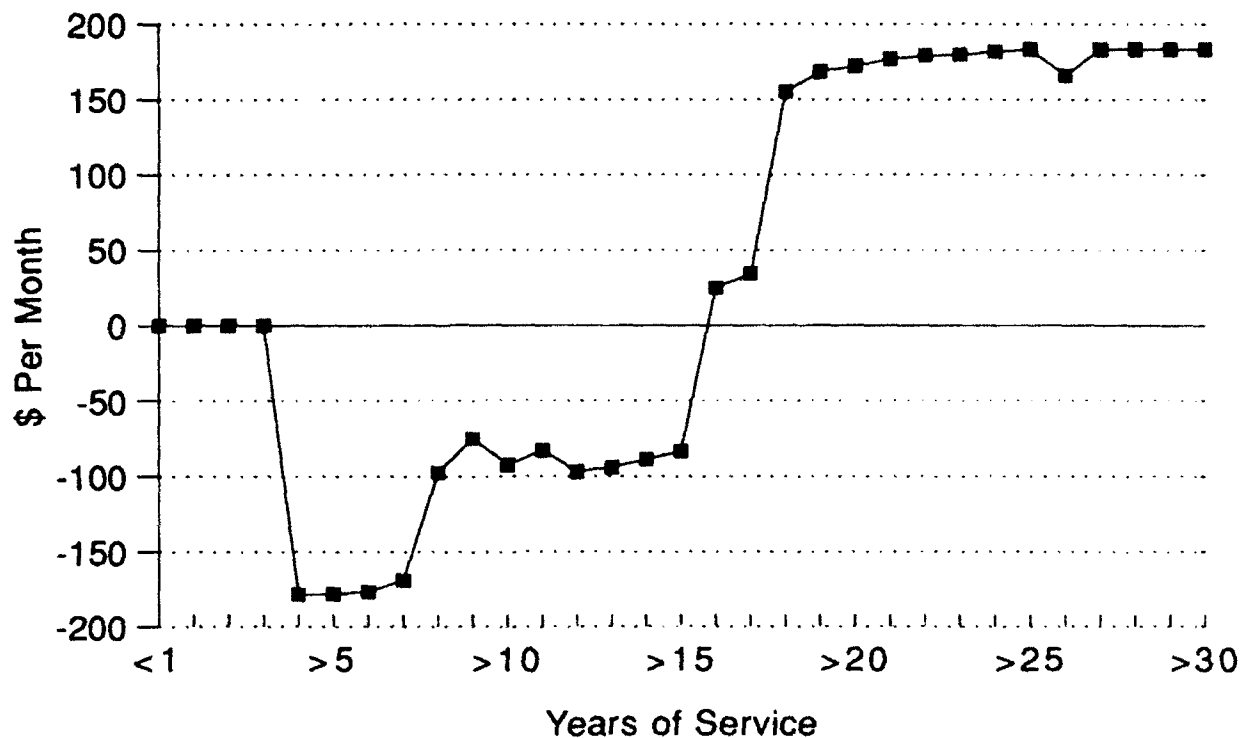


Figure 2-5. Change in prior-service officers' average basic pay (1994)

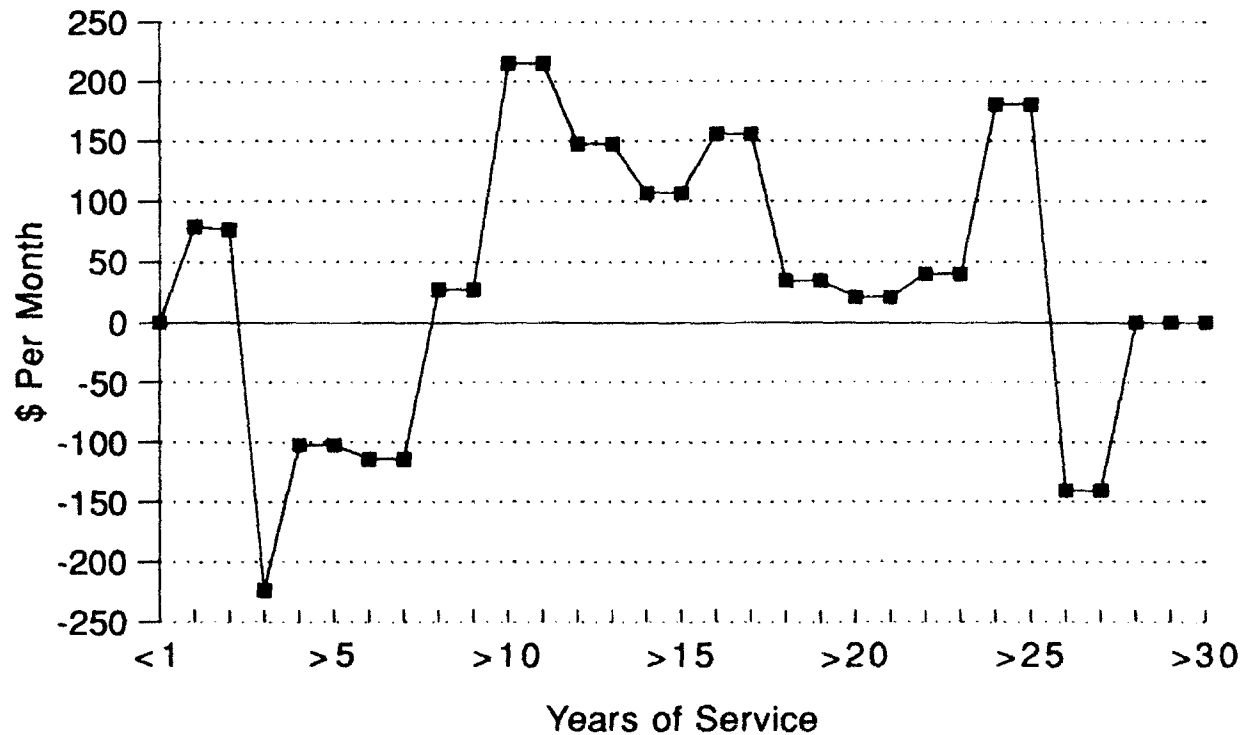


Figure 2-6. Change in warrant officers' average basic pay (1994)

## Tax Advantage

Housing and subsistence allowances are not taxable. Determining the tax advantage associated with these allowances involves figuring the amount of income necessary to maintain net income if they were taxable. Only federal income tax is considered in computing RMC. To determine the tax advantage, the tax on the allowances is first computed using average tax rates by years of service.<sup>8</sup> If the amount of this tax were paid to service members, it would itself be taxed, requiring an additional amount to be provided to the service member. The total value of the tax advantage is calculated by:

$$\text{Tax Advantage} = \text{Allowance} \times [\text{Tax Rate} / (1 - \text{Tax Rate})]$$

Table 2-10 shows the tax advantage rates by pay grade; and Figure 2-7 displays the change in average tax advantage as result of our recommendations.

**Table 2-10. Federal tax advantage rates**

	Single	Married		Single	Married		Single	Married
O-10	44.9%	44.9%	O-3E	18.3%	39.9%	E-9	18.0%	39.1%
O-9	43.5%	45.1%	O-2E	16.2%	38.9%	E-8	17.7%	38.5%
O-8	40.6%	45.4%	O-1E	16.1%	34.1%	E-7	17.7%	28.8%
O-7	38.9%	44.9%				E-6	17.7%	18.7%
O-6	38.9%	44.8%				E-5	17.2%	17.6%
O-5	37.2%	42.2%	W-5	19.8%	39.8%	E-4	17.3%	17.5%
O-4	24.6%	40.0%	W-4	19.8%	39.8%	E-3	16.3%	17.7%
O-3	21.9%	38.9%	W-3	17.7%	38.9%	E-2	15.3%	17.7%
O-2	19.7%	34.5%	W-2	17.7%	36.0%	E-1	9.8%	17.8%
O-1	20.1%	18.7%	W-1	17.8%	24.2%	E-1	9.8%	17.8%

## INTEGRATED EFFECTS ON RMC

So far, we have examined the changes recommended for each individual RMC component. However, it is the combination of all the recommended changes that a service member will see on his or her monthly leave and earnings statement. Thus, the remaining analysis will examine the changes to RMC as a whole.

In this section, several tables and figures analyzing RMC are presented for each pay grade group, as follows:

- Magnitude of the monthly change for each RMC component as affected by our recommendations.

<sup>8</sup>Tax rate data were derived from Department of Defense, OASD (FM&P) MM&PP, Directorate of Compensation Selected Military Compensation Tables: January 1991 Pay Rates, B4-B6 and C3; data as of 1 Jan 91.

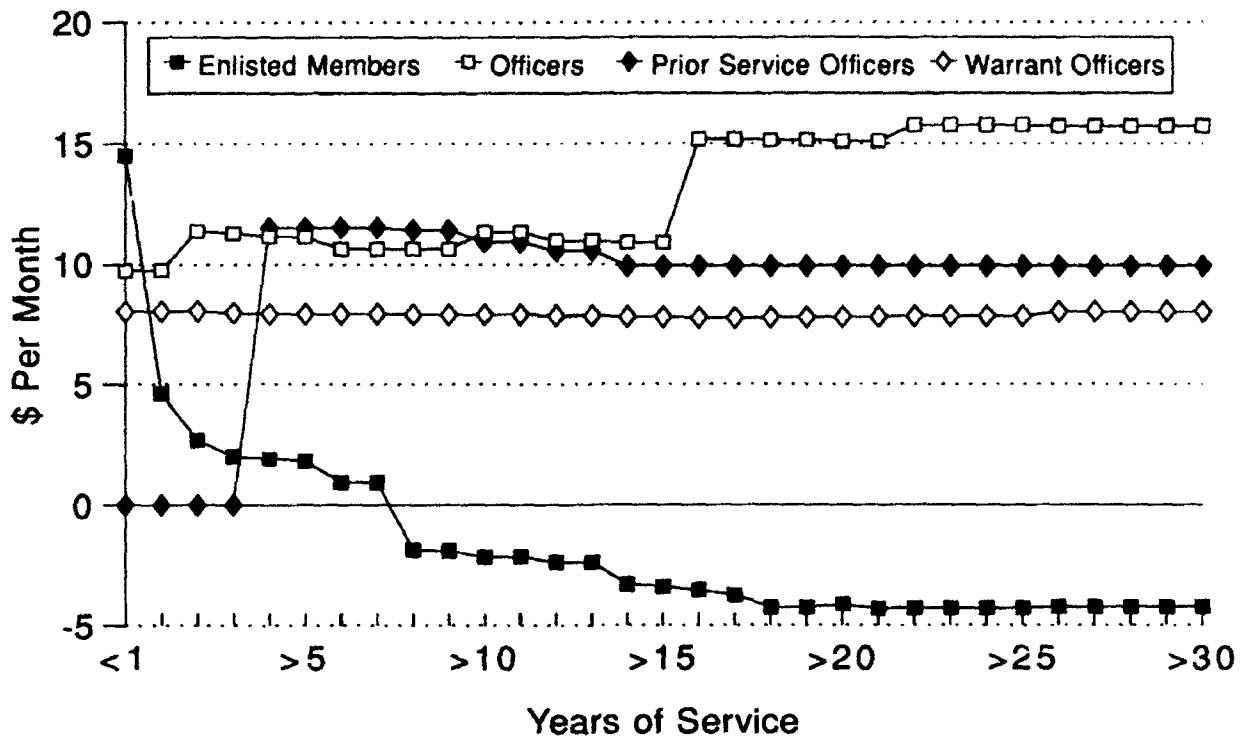


Figure 2-7. Change in average federal tax advantage

- Proposed level of monthly RMC, indicating the proportion attributable to each component.
- Current versus proposed levels of monthly RMC and basic pay.
- Current versus proposed monthly RMC, highlighting the changes illustrated by the previous graphs.
- Average monthly change in future RMC for members who stay through 20 and 30 years of service.
- Average monthly change in RMC and retirement pay for members with over 20 years of service.
- Current versus proposed monthly RMC in a cell-by-cell format.
- Current versus proposed monthly basic pay, in a cell-by-cell format, incorporating the BAS changes.

These tables and figures are analyzed separately by pay grade groups.

## Enlisted Members

Figure 2-8 shows the change in each component of RMC for enlisted members. The level of basic pay increases throughout most of a member's career, except at the over-26 years point. The decrease in the over-26 longevity raise has been redistributed between the over-24 and 28-year points. The addition of the housing floor clearly benefits those members at the lower ranks (i.e., lower levels of total income). The effect of reducing BAS to the USDA food cost can also be seen: the reduced BAS amount and resulting loss of tax advantage, as discussed earlier, have been added into basic pay.

Figure 2-9 shows total monthly RMC for enlisted members. In this chart, the noticeable steps are promotion increases. As designed, promotion increases are significantly larger than longevity raises. The E-6 to E-9 promotion steps can clearly be seen. Promotion steps for E-2 to E-5 are not visible because these promotions occur midyear and the monthly RMC was computed from a weighted average of ranks within each year.

Figure 2-10 compares the current and proposed level of RMC and basic pay. In the RMC lines, the large longevity pay raise at the over-26 point, in current RMC levels, has been smoothed over the 24-, 26-, and 28-year points. This smoothing de-emphasizes the effect of the large over-26 longevity raise in the enlisted members' retirement decision. Changes in the basic pay line indicate changes in the level of retirement pay as well. Although the level of retirement pay at the over-26 point decreases, it increases for members who retire earlier and for those with more than 28 years of service.

Figure 2-11 shows the difference in the current and proposed level of RMC on a larger scale, while Table 2-11 shows the levels and changes in RMC in a cell-by-cell format. It should be noted here that members at or near the over-26-year point will not suffer a pay loss. Transition plans discussed in Chapter 3 were designed to preclude this from happening.

Figures 2-12 and 2-13 depict how much a non-retirement-eligible member's average future monthly RMC will change based on his current years of service. Figure 2-12 assumes a member will retire at 20 years; and Figure 2-13, that he will retire at 30 years. As indicated by the first bar on the graphs (less than one YOS), average monthly RMC for new members will increase between \$15 and \$23. For those who are currently in the service and have less than 20 years of service, average RMC will increase except for those between 11 and 14 YOS. These members, as with all members with over 10 years, will receive lower BAS payments in exchange for higher retirement pay.

Figure 2-14 shows the change in RMC and retirement pay for members who are retirement-eligible. All enlisted members will get an increase in their retirement pay. Again, the small reduction in RMC for members who currently have over 26 years is exchanged for increased retirement benefits. The increase in retirement pay can be seen in Table 2-12 as well, which compares the basic pay levels using a cell-by-cell format.

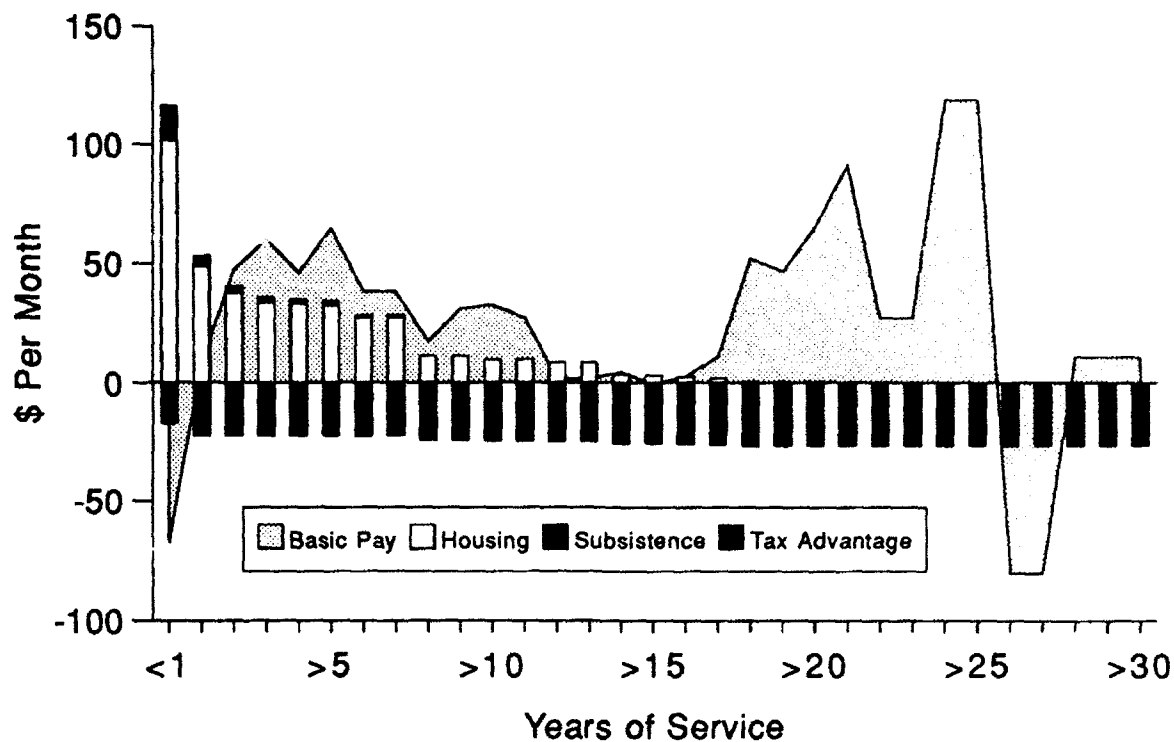


Figure 2-8. Change in components of RMC for enlisted members (1994)

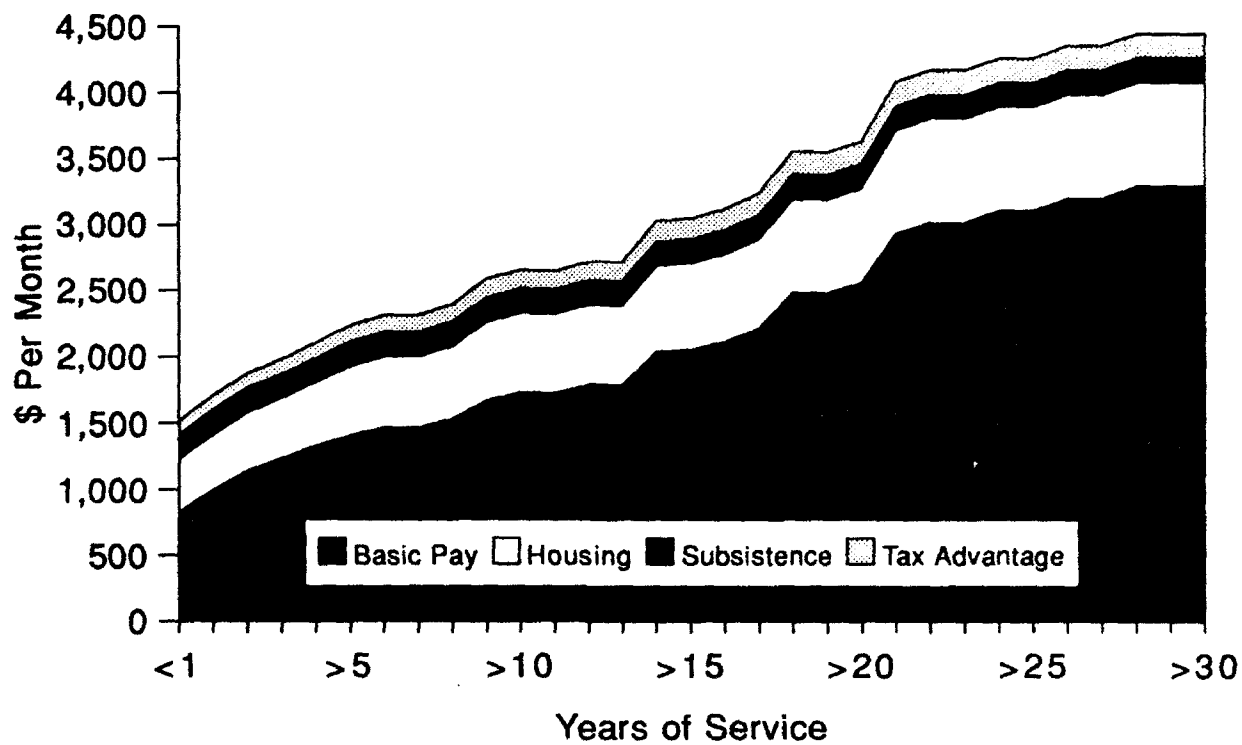


Figure 2-9. Enlisted members' proposed RMC by component (1994)

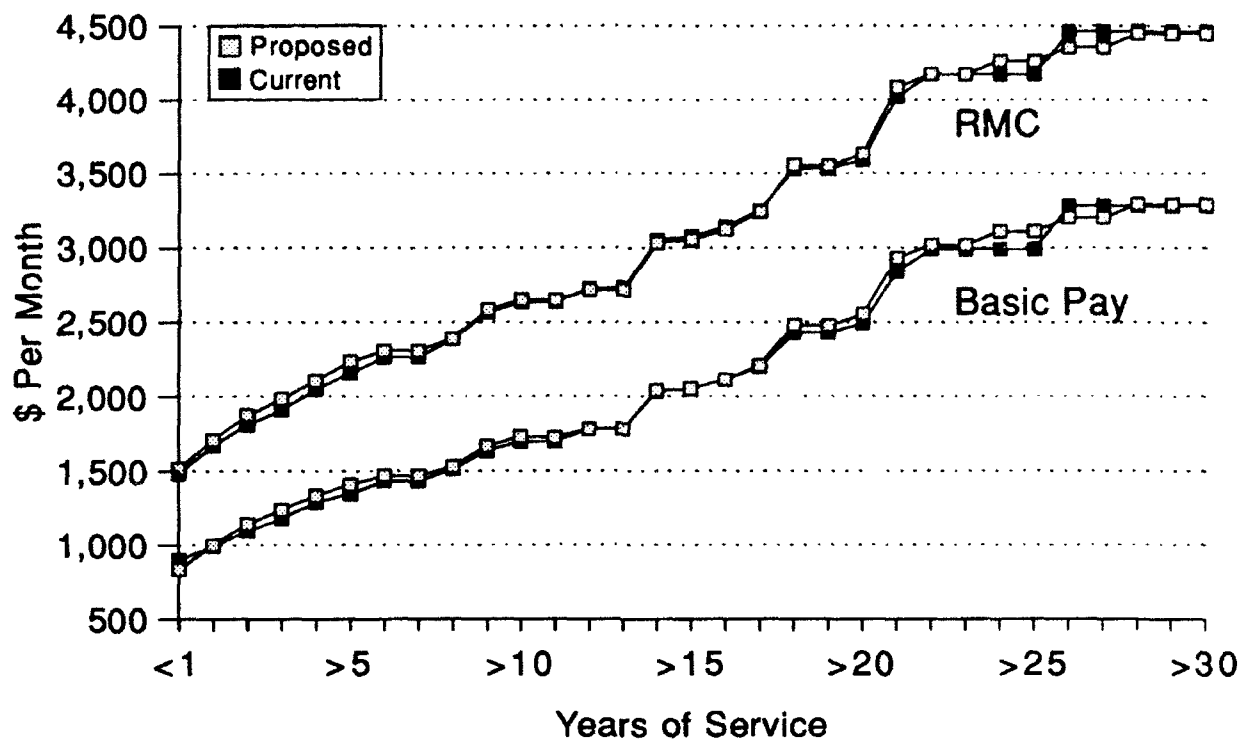


Figure 2-10. Enlisted members' current and proposed RMC and basic pay (1994)

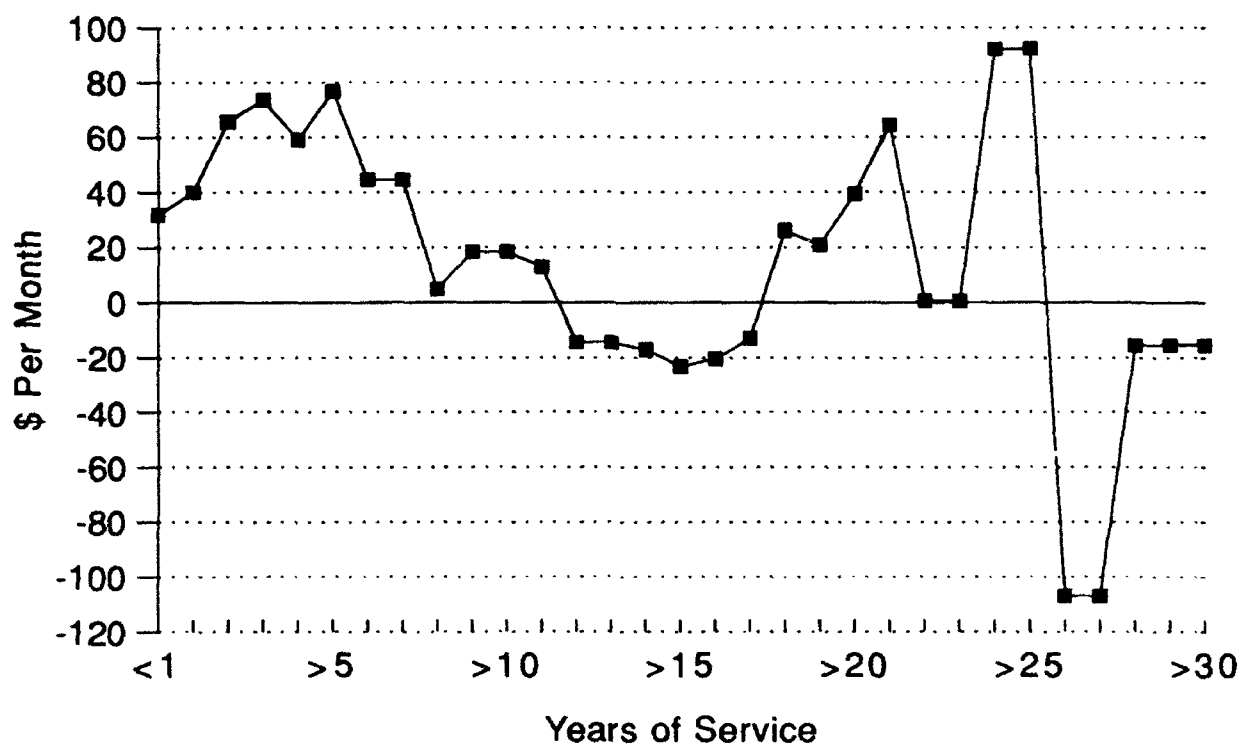


Figure 2-11. Difference in enlisted members' RMC (1994)

Table 2-11. Enlisted members' current and recommended RMC comparison

1994 Current Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3731	3788	3847	3908	3969	4023	4172	4172	4463	4463
E-8	0	0	0	0	0	0	3242	3303	3361	3419	3481	3535	3595	3741	3741	4035	4035
E-7	2526	2526	2644	2704	2763	2821	2878	2937	2997	3056	3114	3202	3231	3378	3378	3670	3670
E-6	2240	2240	2355	2413	2475	2532	2589	2649	2706	2762	2819	2880	2880	2880	2880	2880	2880
E-5	1981	1981	2081	2141	2196	2284	2342	2402	2458	2487	2487	2487	2487	2487	2487	2487	2487
E-4	1783	1783	1842	1907	1998	2048	2048	2048	2048	2048	2048	2048	2048	2048	2048	2048	2048
E-3	1669	1669	1724	1765	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808
E-2	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550
E-1	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407
E-1 <4	1324	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3678	3758	3843	3922	4008	4087	4173	4264	4356	4447
E-8	0	0	0	0	0	0	3180	3258	3331	3410	3483	3561	3634	3713	3815	3917	4019
E-7	2490	2552	2623	2693	2764	2825	2887	2949	3005	3067	3123	3185	3241	3302	3421	3539	3657
E-6	2206	2267	2338	2408	2479	2541	2602	2664	2720	2782	2821	2855	2855	2855	2855	2855	2855
E-5	1988	2049	2120	2191	2261	2323	2385	2446	2475	2497	2497	2497	2497	2497	2497	2497	2497
E-4	1779	1840	1911	1981	2052	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114
E-3	1647	1709	1780	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850
E-2	1539	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600
E-1	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449
E-1 <4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Pay Table: cell-by-cell comparison																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-52.64	-29.84	-3.74	14.56	38.86	64.66	0.76	92.26	-106.94	-15.44
E-8	N/A	N/A	N/A	N/A	N/A	N/A	-62.35	-44.95	-29.65	-9.85	2.15	25.85	39.05	-28.45	73.85	-117.85	-15.55
E-7	-35.25	26.55	-21.75	-10.35	1.35	4.05	9.15	11.25	8.25	-19.05	-20.85	-17.85	10.05	-75.45	42.75	-130.65	-12.45
E-6	-33.89	27.61	-17.09	-4.79	3.91	8.41	13.51	15.01	-16.19	-9.89	-29.99	-25.19	-25.19	-25.19	-25.19	-25.19	-25.19
E-5	7.03	68.53	39.73	50.23	65.23	38.83	42.13	44.83	16.33	9.73	9.73	9.73	9.73	9.73	9.73	9.73	9.73
E-4	-4.63	56.87	68.57	73.97	53.57	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27
E-3	-21.86	39.94	56.14	85.24	42.34	42.34	42.34	42.34	42.34	42.34	42.34	42.34	42.34	42.34	42.34	42.34	42.34
E-2	-11.02	50.48	50.43	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48
E-1	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
E-1 <4	124.92	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

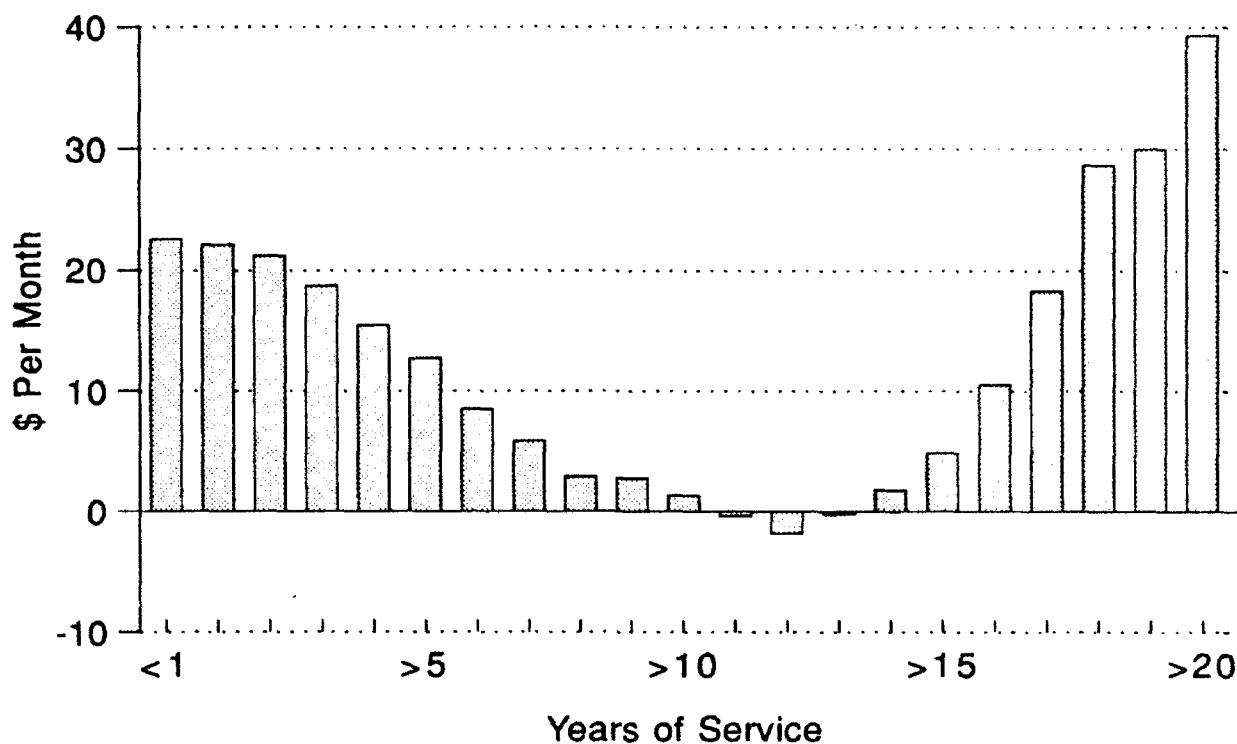


Figure 2-12. Enlisted members' cumulative average change in RMC if looking to 20 YOS

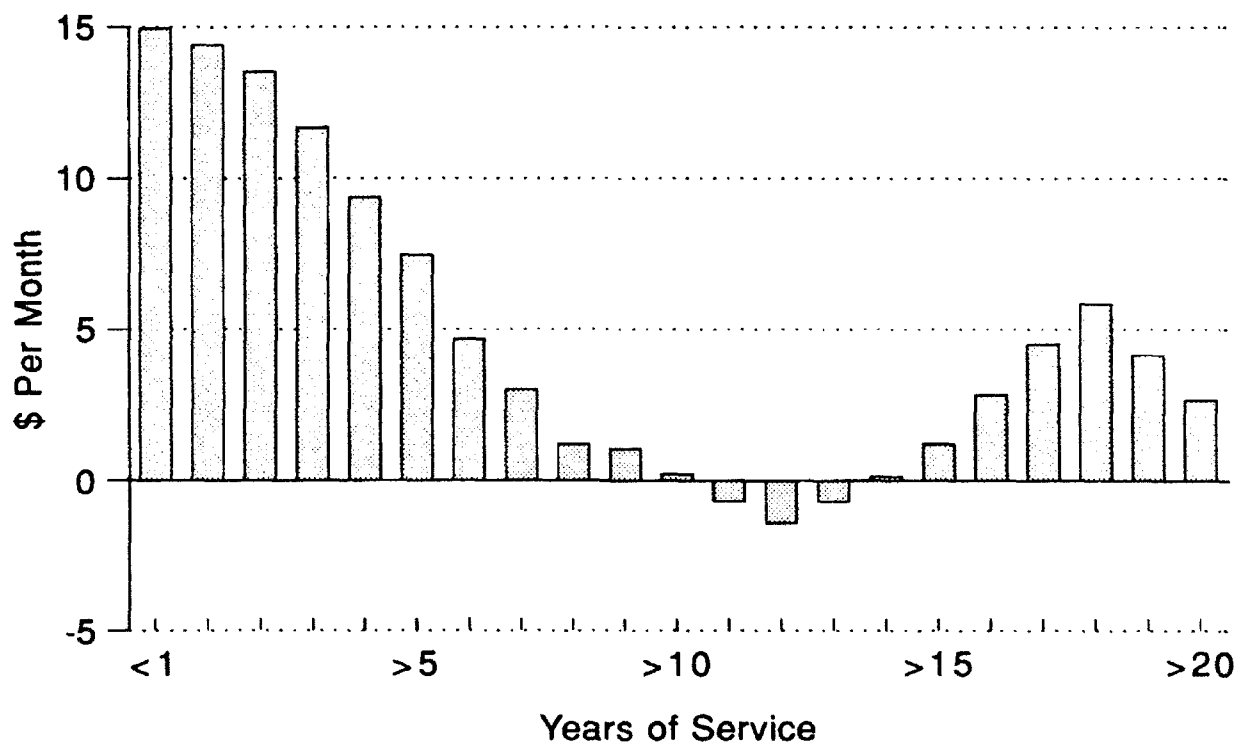
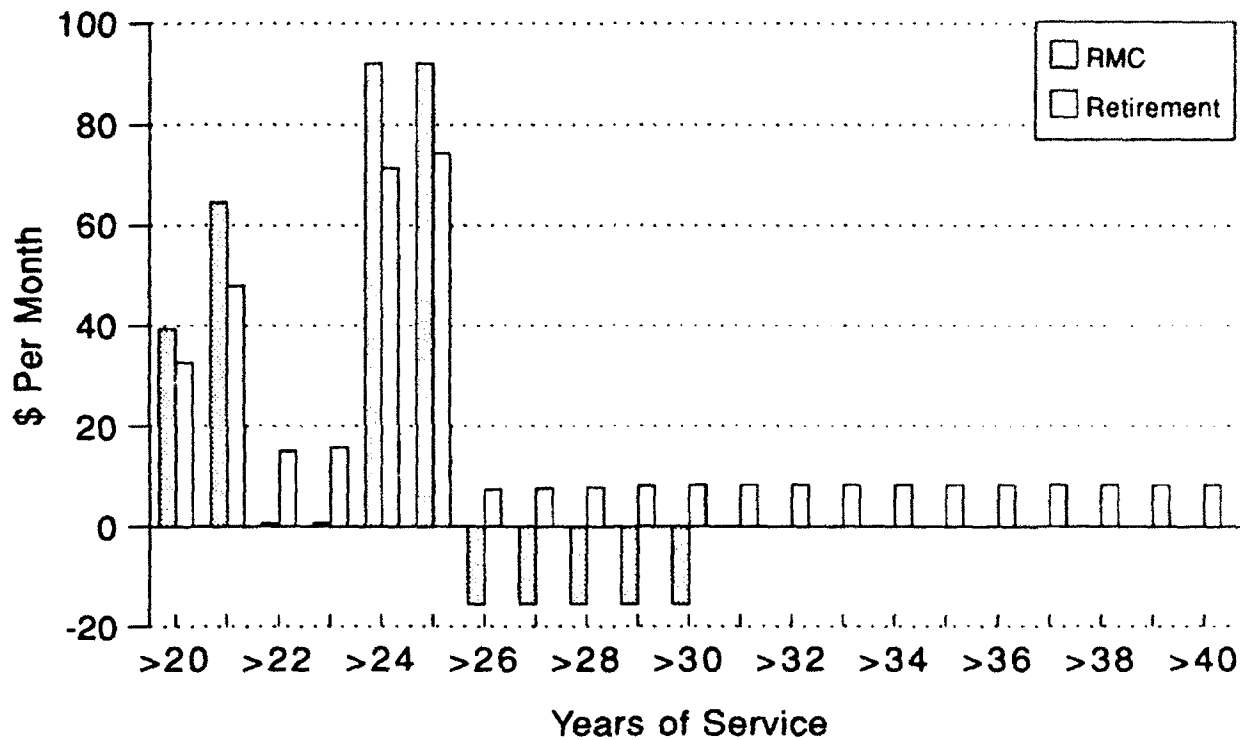


Figure 2-13. Enlisted members' cumulative average change in RMC if looking to 30 YOS





**Figure 2-14.** Enlisted members' change in RMC and retirement after 20 YOS (including a save pay for the >26 pay cell)

Table 2-12. Enlisted members' current and recommended basic pay comparison (BAS recommendations included)

1991 Current Pay Table																
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>28
E-9	0	0	0	0	0	0	0	2548	2605	2664	2726	2786	2840	2900	2990	3280
E-8	0	0	0	0	0	0	2137	2198	2256	2314	2375	2430	2490	2636	2636	2930
E-7	1492	1492	1610	1670	1729	1787	1844	1904	1963	2052	2110	2168	2197	2344	2344	2636
E-6	1283	1283	1399	1457	1519	1576	1633	1693	1780	1846	1895	1924	1924	1924	1924	1924
E-5	1126	1126	1226	1286	1341	1430	1488	1547	1604	1633	1633	1633	1633	1633	1633	1633
E-4	1050	1050	1109	1175	1265	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316
E-3	990	990	1044	1086	1129	1129	1129	1129	1129	1129	1129	1129	1129	1129	1129	1129
E-2	953	953	953	953	953	953	953	953	953	953	953	953	953	953	953	953
E-1	850	850	850	850	850	850	850	850	850	850	850	850	850	850	850	850
E-1 <4	786	786	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed Pay Table																
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>28
E-9	0	0	0	0	0	0	0	2522	2602	2687	2767	2852	2932	3017	3108	3281
E-8	0	0	0	0	0	0	2101	2179	2252	2331	2404	2482	2555	2634	2736	2940
E-7	1480	1542	1612	1683	1754	1815	1877	1938	1995	2056	2113	2174	2230	2292	2410	2647
E-6	1267	1329	1400	1470	1541	1602	1664	1726	1782	1844	1883	1916	1916	1916	1916	1916
E-5	1133	1194	1265	1336	1406	1468	1529	1591	1619	1642	1642	1642	1642	1642	1642	1642
E-4	1032	1094	1184	1235	1305	1367	1367	1367	1367	1367	1367	1367	1367	1367	1367	1367
E-3	937	998	1069	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140
E-2	854	915	915	915	915	915	915	915	915	915	915	915	915	915	915	915
E-1	781	781	781	781	781	781	781	781	781	781	781	781	781	781	781	781
E-1 <4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Pay Table, cell-by-cell comparison																
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-26.10	-3.30	22.80	41.10	65.40	91.20	27.30	118.80	11.10
E-8	N/A	N/A	N/A	N/A	N/A	N/A	-36.00	-18.60	-3.30	16.50	28.50	52.20	65.40	-2.10	100.20	10.80
E-7	-11.70	50.10	1.80	13.20	24.90	27.60	32.70	34.80	31.80	4.50	2.70	5.70	33.60	-51.90	68.30	-107.10
E-6	-16.20	45.30	0.60	17.40	21.60	26.10	31.20	32.70	1.50	7.80	-12.30	-7.50	-7.50	-7.50	-7.50	-7.50
E-5	6.50	68.10	39.30	49.80	64.80	38.40	41.70	44.40	15.90	9.30	9.30	9.30	9.30	9.30	9.30	9.30
E-4	-18.30	43.20	54.90	64.80	39.90	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60
E-3	-53.10	8.70	24.90	54.00	11.10	11.10	11.10	11.10	11.10	11.10	11.10	11.10	11.10	11.10	11.10	11.10
E-2	-88.70	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20	-37.20
E-1	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00	-69.00
E-1 <4	-5.10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## Officers

Components of RMC for officers, as shown in Figure 2-15, reflect a similar change in basic pay at the 26-year point. Most notable is the shifting of money from the 3- to 7-year points to the over-8-year points, especially the O-4 promotion point. The increase due to the housing floor, though not as significant as that for enlisted members, appears in the first two years. The increase in officers' tax advantage, as a result of the BAS change, is also evident.

Figure 2-16 shows the RMC for officers. Each promotion is clearly indicated, as well as the smoothed longevity raises.

Figure 2-17, which compares current and proposed RMC, also reflects how promotion raises have been emphasized over longevity raises. As the basic pay line indicates, retirement pay levels have been kept nearly equal, except for the over-26 longevity raise smoothing. Table 2-13 compares the RMC changes, and Table 2-14 compares the basic pay changes in a cell-by-cell format.

Figure 2-18 magnifies the proposed change in RMC. A reduction in RMC between the third and eighth year is evident. However, increases in RMC over the rest of the officer's career more than recover this reduction.

Figures 2-19 and 2-20 show that the lower over-3 longevity raise has little impact on average career earnings. In fact, new officers staying in the service until retirement will experience an average career increase in RMC of about \$60 per month. Additionally, all officers now in the service will experience an increase in future RMC.

Figure 2-21 shows the RMC and retirement for officers who are retirement-eligible. Officers who retire with less than 26 years of service will see an increase in their retirement pay from the pay table modifications. The slight reduction in retirement pay at over 26 years is in exchange for an increased BAS and tax advantage (i.e., increased RMC before retirement). Those who are near the over-26-year point will be grandfathered to ensure no loss in retirement pay.

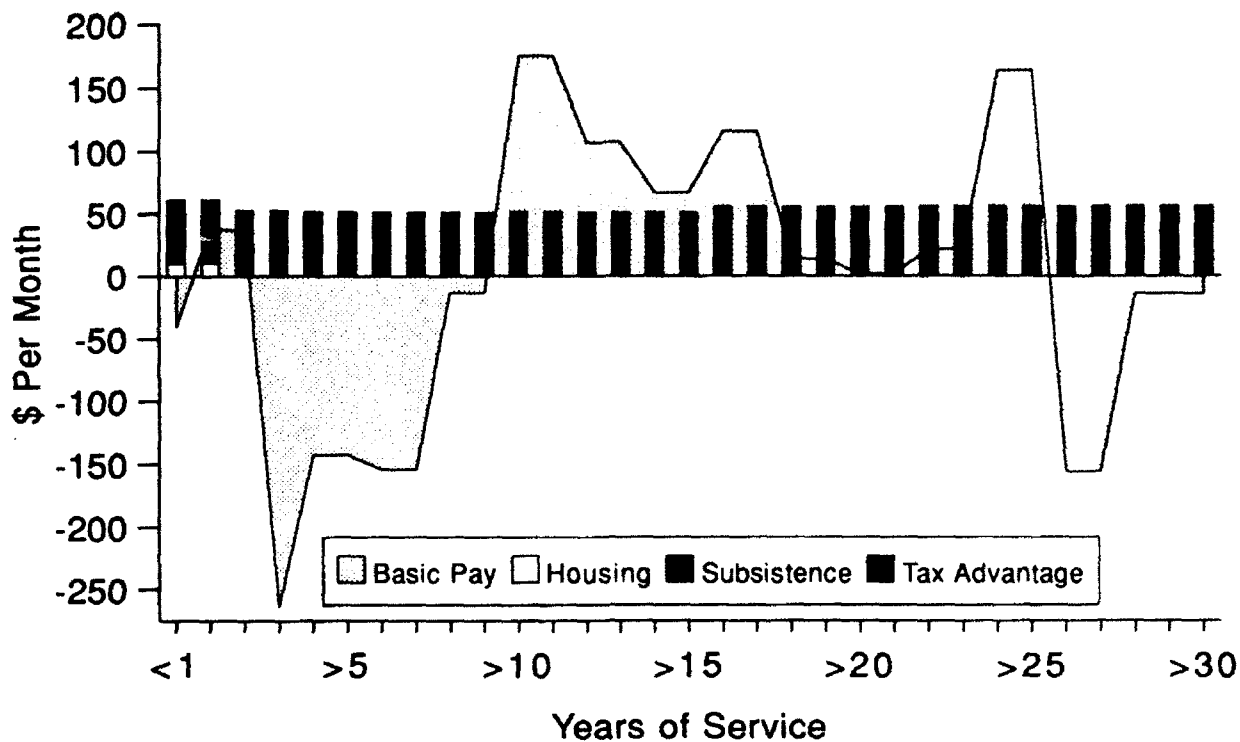


Figure 2-15. Change in components of RMC for officers (1994)



Figure 2-16. Officers' proposed RMC by component (1994)

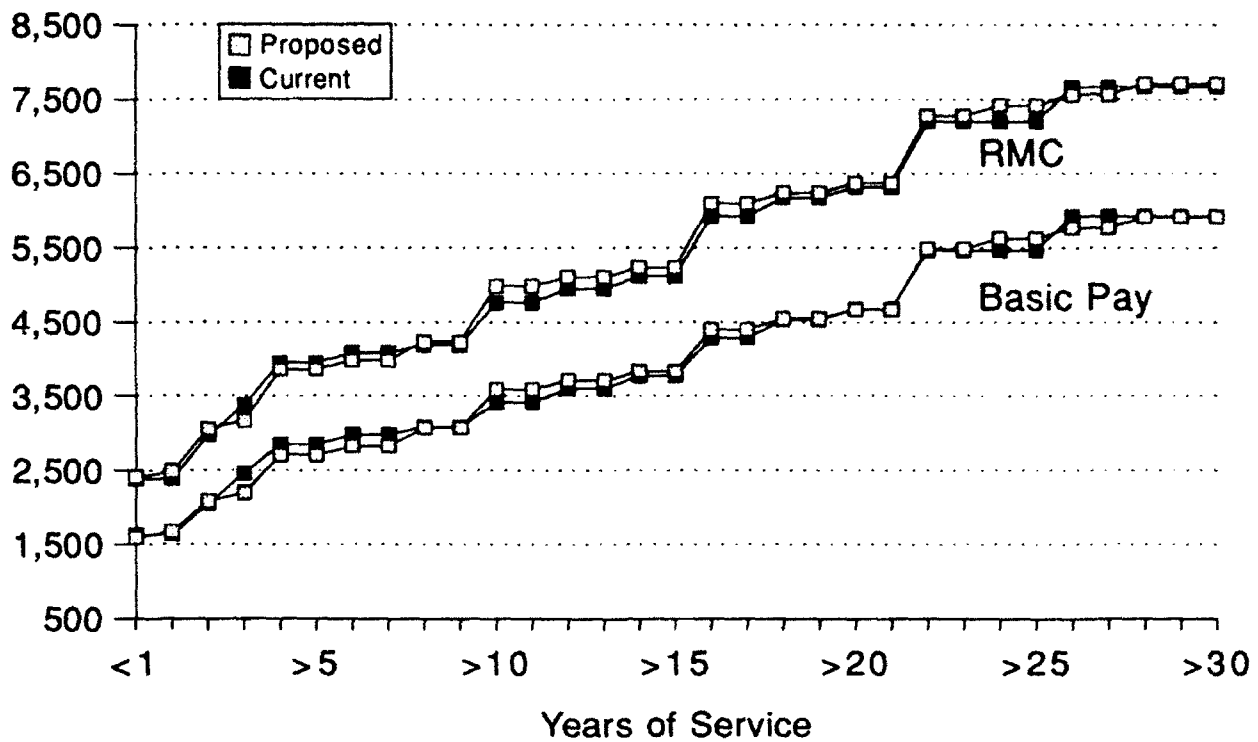


Figure 2-17. Officers' current and proposed RMC and basic pay (1994)

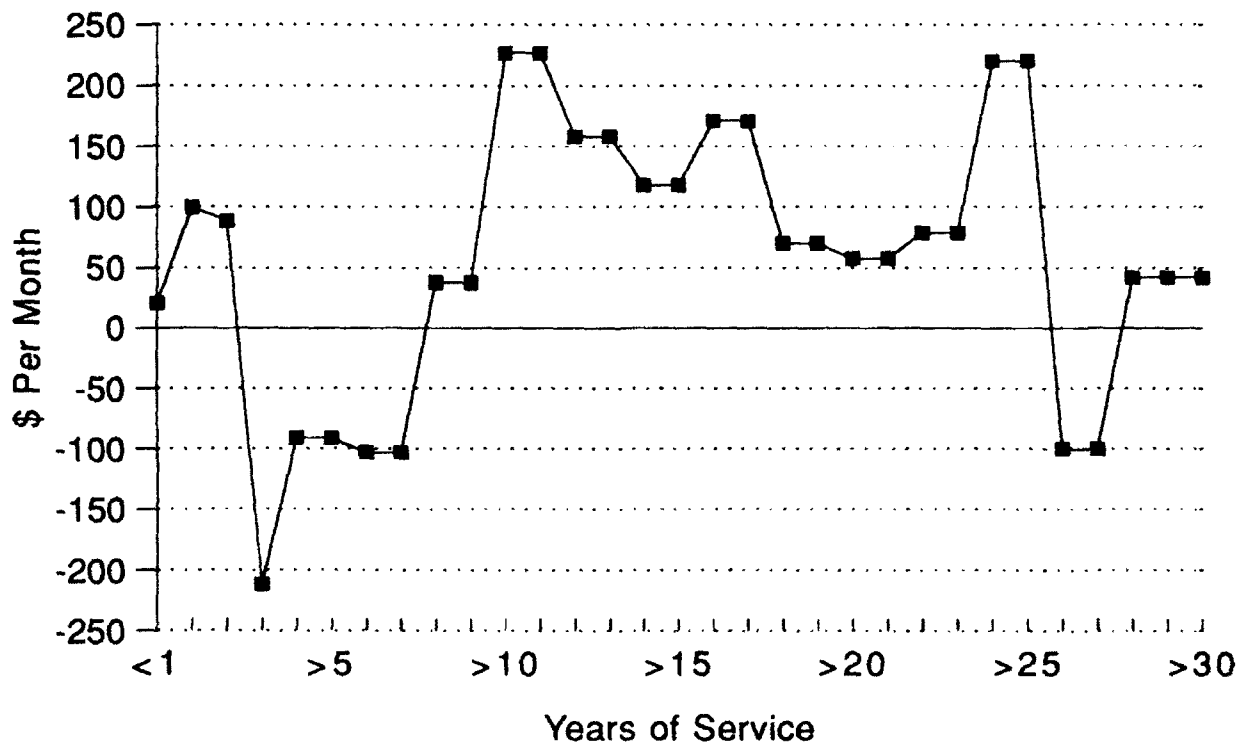


Figure 2-18. Difference in officers' RMC (1994)

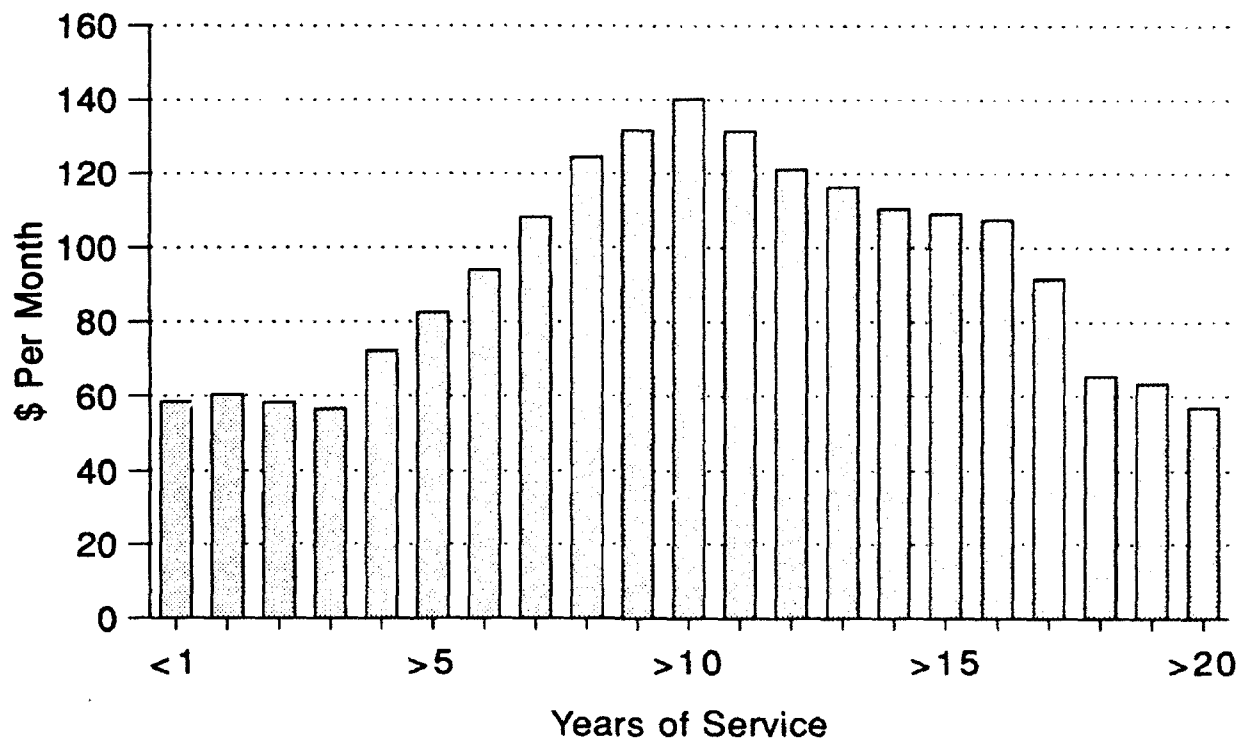


Figure 2-19. Officers' cumulative average change in RMC if looking to 20 YOS

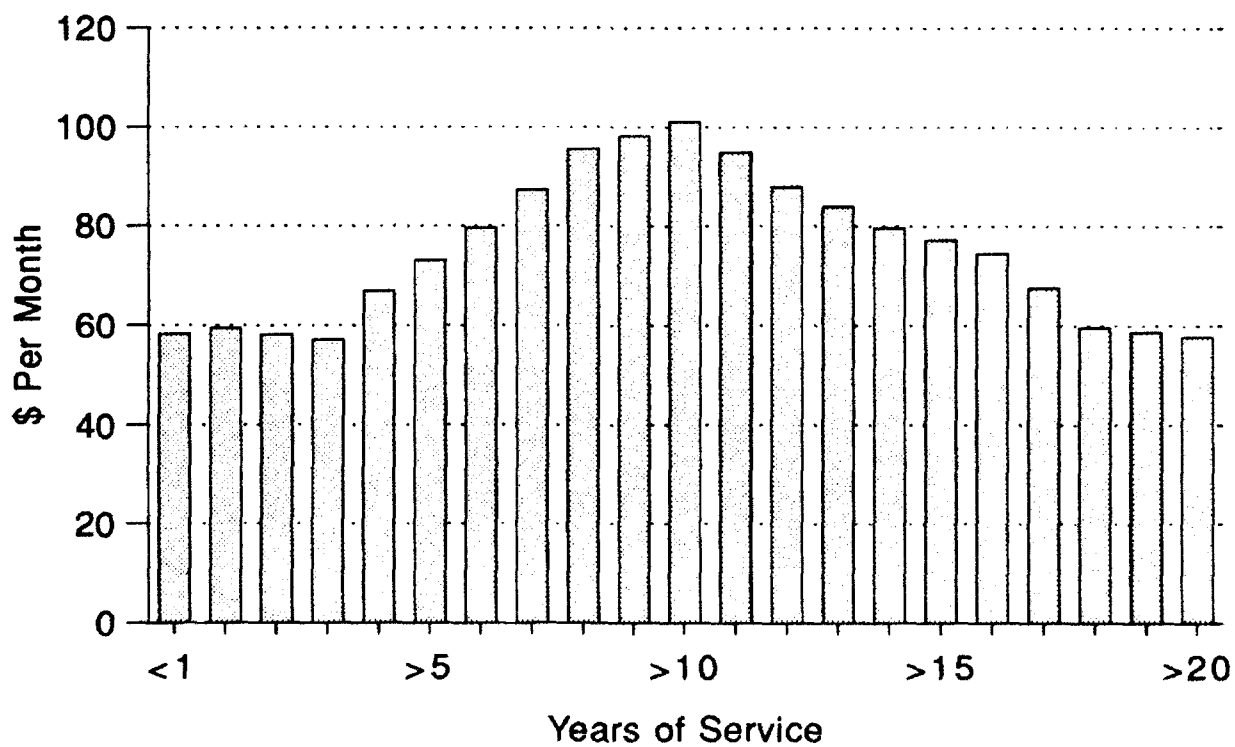
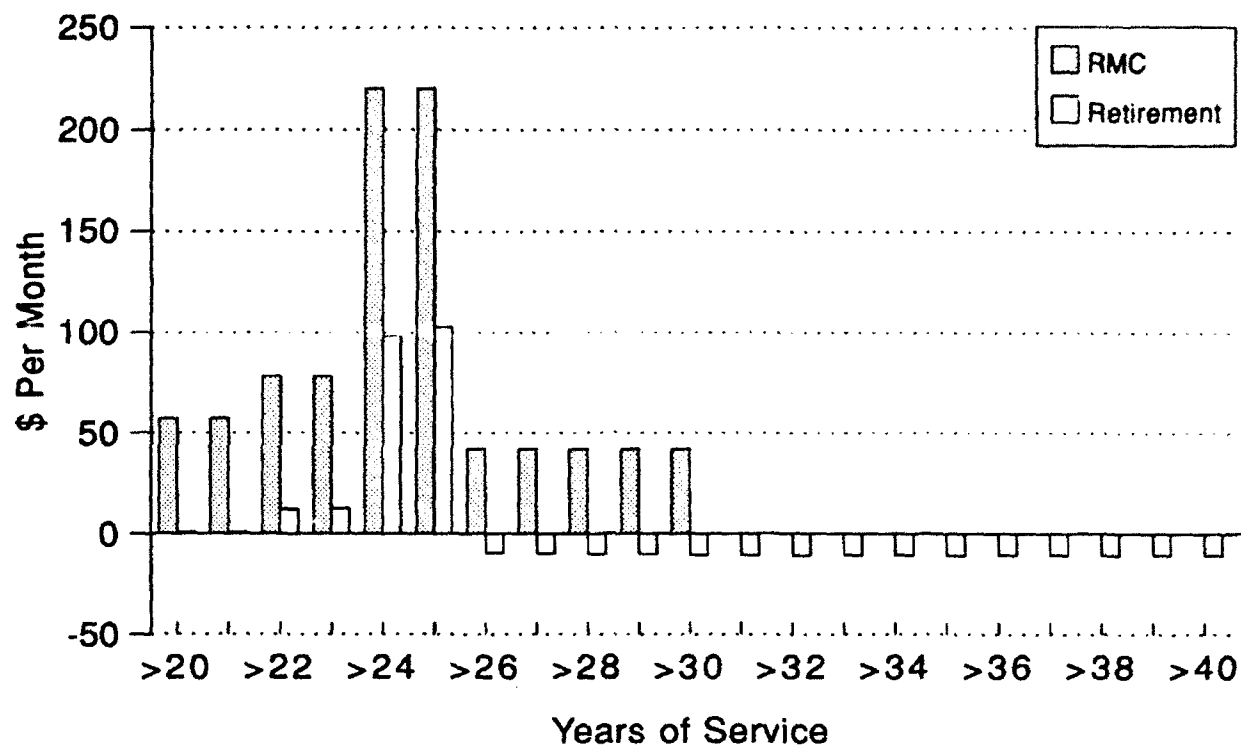


Figure 2-20. Officers' cumulative average change in RMC if looking to 30 YOS



**Figure 2-21. Officers' change in RMC and retirement after 20 YOS (including a save pay for the >26 pay cell)**

Table 2-13. Officers' current and recommended RMC comparison

1994 Current Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	8958	8958	9202	9202	9202	9202	9477	9477	9891	9891	10454	10454	11019
O-9	8153	8153	8315	8449	8449	8449	8613	8613	8888	8888	9463	9463	9876
O-8	7532	7532	7699	7835	7835	7835	8273	8273	8571	8571	8846	8846	9219
O-7	6564	6564	6879	6879	6879	7101	7101	7400	7400	7673	8247	8247	8681
O-6	5173	5173	5511	5759	5759	5759	5759	5759	5759	5895	6552	6552	6908
O-5	4387	4387	4865	5088	5088	5088	5088	5192	5383	5634	5833	5833	6479
O-4	3663	3663	4167	4355	4355	4411	4545	4763	4855	5120	5285	5394	5394
O-3	3268	3268	3522	3688	3688	4087	4204	4371	4532	4616	4616	4616	4616
O-2	2802	2802	2874	3387	3470	3523	3523	3523	3523	3523	3523	3523	3523
O-1	2372	2372	2436	2791	2791	2791	2791	2791	2791	2791	2791	2791	2791
1994 Proposed Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	8976	8976	9163	9163	9350	9538	9725	9912	10100	10297	10474	10682	10870
O-9	8171	8171	8334	8334	8497	8661	8824	8987	9151	9314	9478	9661	9825
O-8	7548	7548	7702	7702	7855	8009	8162	8316	8469	8623	8776	8950	9105
O-7	6580	6580	6743	6743	6906	7068	7231	7394	7557	7720	7883	8068	8230
O-6	4912	4912	5084	5255	5598	5769	5940	6112	6283	6454	6625	6894	7143
O-5	4442	4442	4785	4956	5128	5298	5468	5639	5809	5980	6103	6248	6373
O-4	3707	3707	4050	4221	4393	4629	4866	4980	5114	5238	5362	5455	5455
O-3	3171	3363	3554	3746	3870	3994	4242	4366	4490	4557	4557	4557	4557
O-2	2837	2950	3063	3175	3288	3401	3401	3401	3401	3401	3401	3401	3401
O-1	2393	2472	2551	2630	2630	2630	2630	2630	2630	2630	2630	2630	2630
1994 Pay Table: cell-by-cell comparison													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	18.08	18.08	-38.82	-38.92	148.58	336.08	247.58	434.48	208.88	396.08	20.18	227.48	-149.02
O-9	17.81	17.81	19.61	-114.79	48.41	211.91	211.01	374.21	262.61	426.41	14.81	197.81	-51.19
O-8	16.36	16.36	2.86	-133.04	20.86	174.16	-110.24	43.06	-101.84	51.76	-69.44	-195.14	-315.74
O-7	15.71	15.71	-136.09	-136.09	26.81	-32.29	130.81	-5.89	156.71	46.81	-364.39	-615.49	-451.39
O-6	-260.65	-89.35	-256.45	-332.35	-161.05	10.25	181.55	352.85	524.15	558.95	73.55	96.05	234.95
O-5	55.59	226.89	-79.71	-131.31	39.99	210.39	380.79	446.79	426.09	345.69	170.79	68.69	57.09
O-4	44.31	215.61	-116.79	-133.59	37.71	218.61	320.31	226.41	158.61	117.81	76.11	61.11	61.11
O-3	-96.70	95.00	32.30	58.10	-81.60	-103.30	37.70	-5.50	-42.10	-58.60	-58.60	-58.60	-58.60
O-2	35.14	147.94	88.54	-211.76	-181.46	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76
O-1	20.90	89.80	114.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50



Table 2-14. Officers' current and recommended basic pay comparison (BAS recommendations included)

1994 Current Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	6941	6941	7185	7185	7185	7185	7461	7461	7874	7874	8438	8438	9003	9003	9003	9564	9564
O-9	6152	6152	6313	6447	6447	6447	6611	6611	6886	6886	7461	7461	7874	7874	7874	8438	8438
O-8	5572	5572	5739	5875	5875	5875	6313	6313	6611	6611	6886	7185	7461	7645	7645	7645	7645
O-7	4630	4630	4944	4944	4944	5166	5166	5466	5466	5739	6313	6747	6747	6747	6747	6747	6747
O-6	3432	3432	3770	4017	4017	4017	4017	4017	4017	4154	4811	5056	5166	5486	5486	5828	5828
O-5	2744	2744	3222	3445	3445	3445	3445	3550	3741	3992	4290	4536	4673	4837	4837	4837	4837
O-4	2313	2313	2817	3005	3005	3061	3196	3414	3605	3770	3936	4044	4044	4044	4044	4044	4044
O-3	2150	2150	2404	2570	2643	2979	3086	3253	3414	3498	3498	3498	3498	3498	3498	3498	3498
O-2	1875	1875	2047	2460	2542	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595
O-1	1628	1628	1692	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047
1994 Proposed Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	6901	6901	7088	7088	7276	7463	7650	7837	8025	8212	8400	8607	8795	8984	9173	9361	9550
O-9	6112	6112	6275	6275	6438	6602	6765	6928	7091	7255	7418	7601	7766	7930	8095	8259	8424
O-8	5532	5532	5685	5685	5839	5993	6146	6299	6453	6607	6760	6934	7089	7244	7398	7553	7708
O-7	4589	4589	4752	4752	4915	5078	5241	5404	5567	5730	5893	6076	6240	6404	6568	6732	6896
O-6	3116	3287	3458	3629	3801	3972	4143	4315	4486	4657	4829	5097	5346	5488	5630	5772	5914
O-5	2745	2916	3087	3259	3430	3600	3771	3941	4112	4282	4406	4550	4675	4800	4800	4800	4800
O-4	2306	2478	2649	2820	2992	3228	3465	3589	3713	3837	3961	4054	4054	4054	4054	4054	4054
O-3	2002	2194	2385	2577	2701	2825	3073	3197	3321	3388	3388	3388	3388	3388	3388	3388	3388
O-2	1858	1970	2083	2196	2309	2421	2421	2421	2421	2421	2421	2421	2421	2421	2421	2421	2421
O-1	1587	1666	1745	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824
1994 Pay Table: cell-by-cell comparison																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	-40.20	-40.20	-97.20	-97.20	90.30	277.80	189.30	376.20	150.60	337.80	-38.10	169.20	-207.30	-18.60	169.80	-202.80	-14.10
O-9	-39.90	-39.90	-38.10	-172.50	-9.30	154.20	153.30	316.50	204.90	368.70	-42.90	140.10	-108.90	55.80	220.20	-178.50	-14.10
O-8	-40.20	-40.20	-53.70	-189.60	-35.70	117.60	-166.80	-13.50	-158.40	-4.80	-126.00	-251.70	-372.30	-401.70	-246.90	-92.40	62.70
O-7	-40.20	-40.20	-192.00	-192.00	-29.10	-88.20	74.70	-61.80	100.80	9.30	-420.30	-671.40	-507.30	-343.50	-179.10	-15.00	149.10
O-6	-316.20	-144.90	-312.00	-387.90	-216.60	-45.30	126.00	297.30	468.60	503.40	18.00	40.50	179.40	22.20	164.10	-156.00	-14.10
O-5	0.30	171.60	-135.00	-186.60	-15.30	155.10	325.50	391.50	370.80	290.40	115.50	14.40	1.80	-36.60	-36.60	-36.60	-36.60
O-4	-6.90	164.40	-168.00	-184.80	-13.50	167.40	269.10	175.20	107.40	66.60	24.90	9.90	9.90	9.90	9.90	9.90	9.90
O-3	-147.60	44.10	-18.60	7.20	-142.50	-154.20	-13.20	-56.40	-93.00	-109.50	-109.50	-109.50	-109.50	-109.50	-109.50	-109.50	-109.50
O-2	-17.10	95.70	36.30	-264.00	-233.70	-174.00	-174.00	-174.00	-174.00	-174.00	-174.00	-174.00	-174.00	-174.00	-174.00	-174.00	-174.00
O-1	-40.50	38.40	53.10	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90	-222.90

## Prior-Service Officers

The analysis of prior-service officers' RMC is more difficult to depict because of the variation in when members start and stop using the Officer/Enlisted (OE) pay scale. Officers using the OE scales must have at least four years of prior enlisted or warrant officer service; therefore, they may enter the scale at any point beyond the fourth year. Depiction is further complicated because once these members are promoted to O-4, they transfer to the officer pay scale. Because the OE scale includes only the grades O-1 to O-3, the figures do not reflect a complete career path, but only the period when the officer is below the grade of O-4.

Figure 2-22 shows the average prior-service officer's change in RMC components. The changes in subsistence and tax advantage are similar to those for officers. The housing floor is not a factor because the average prior-service officer's housing allowance exceeds the housing floor. The change in basic pay reflects the linkage of the OE table to the officer table. Where the pay at the lower end of the officer table has been somewhat reduced, it is also reflected in the OE table. This reduction appears exaggerated in Figure 2-22 where only pay grades O-1 to O-3 are shown.

Figure 2-23 shows the RMC levels for prior-service officers in grades O-1 to O-3. The variation of entry points onto the OE tables hides the promotion raises that were distinct in the enlisted and officer figures. Figures 2-24 and 2-25 compare the current and proposed RMC and basic pay levels, showing that officers who enter the OE table and remain there after year 16 would earn a higher lifetime RMC than now. Tables 2-15 and 2-16 show these changes in RMC and basic pay using a cell-by-cell format.

Figure 2-26 compares current and proposed RMC levels along two hypothetical career paths for prior-service officers. One set of lines depicts a notional career path for an officer with four years of prior enlisted service; and the second set, for an officer with 10 years of prior enlisted service. The notional career paths assume that both officers followed current DoD enlisted promotion timing and DOPMA promotion guidelines.

Figures 2-27 and 2-28 depict the cumulative average change in RMC for 20- and 30-year careers. Again, this chart applies to only the members in grades O-1 to O-3. Because the significant increase at the O-4 promotion (which occurs at about 10 years of commissioned service) is not included, the average change for members below the tenth YOS is not totally represented. RMC will be higher in these years for those who are eventually promoted to O-4. While the prior-service officer's RMC would decrease somewhat in the early commissioned years, average RMC will increase for those who make the military a career.

Figure 2-29 shows the change in RMC and retirement pay for prior-service officers who retire below the rank of O-4. These members would all enjoy a substantial increase in their retirement pay. The basic pay changes and increase to retirement levels are shown in a cell-by-cell format in Table 2-16.

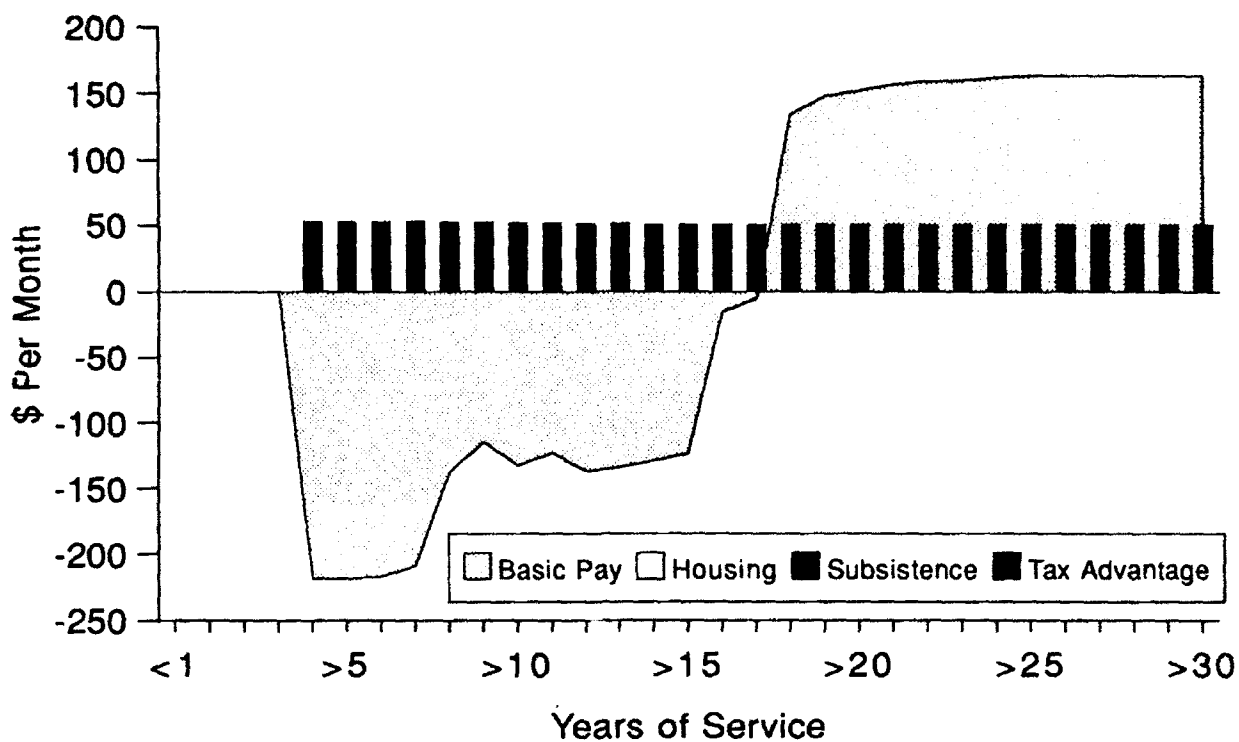


Figure 2-22. Change in components of RMC for prior-service officers (1994)

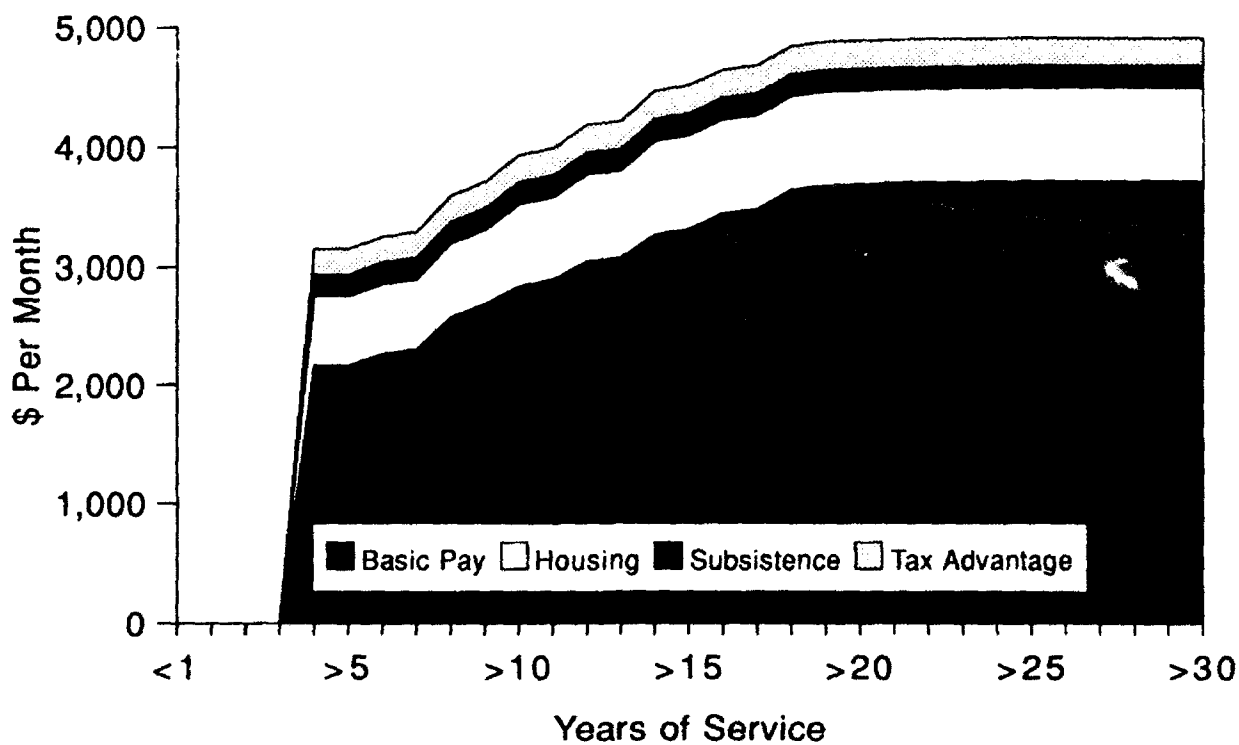


Figure 2-23. Prior-service officers' proposed RMC by component (1994)

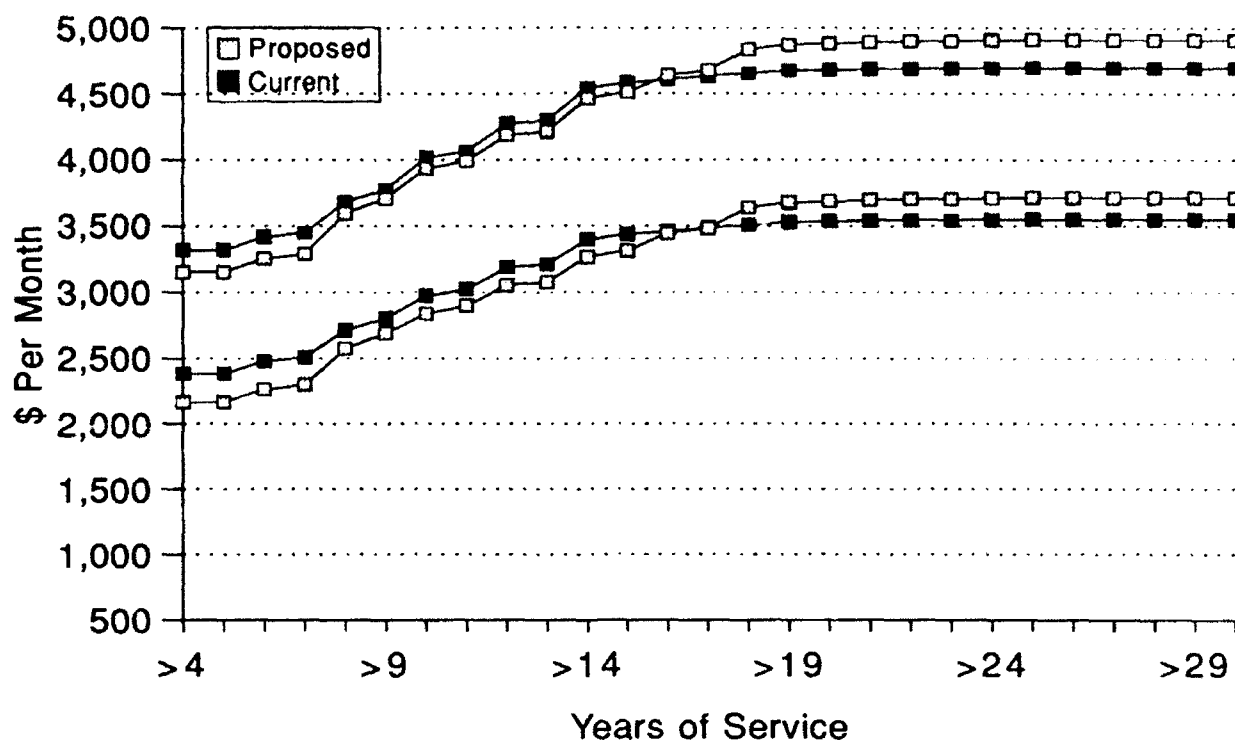


Figure 2-24. Prior-service officers' current and proposed RMC and basic pay (1994)

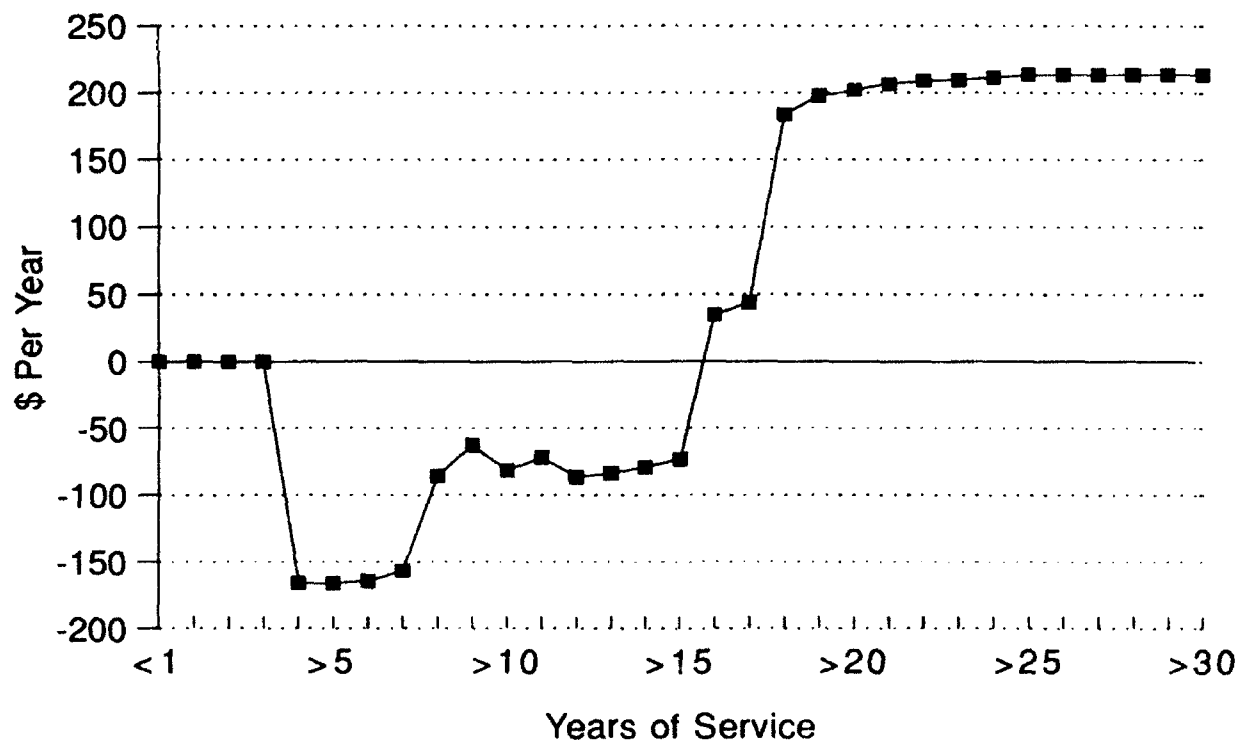


Figure 2-25. Difference in prior-service officers' RMC (1994)

Table 2-15. Prior-service and warrant officers' current and recommended RMC comparison

1994 Current Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	4013	4149	4256	4423	4584	4719	4719	4719	4719	4719	4719	4719	4719
OE-2	0	0	0	0	3590	3643	3725	3865	3973	4053	4053	4053	4053	4053	4053	4053	4053
OE-1	0	0	0	0	2960	3100	3181	3263	3344	3455	3455	3455	3455	3455	3455	3455	3455
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4896	5038	5038	5318	5318
W-4	3348	3348	3508	3508	3562	3671	3782	3892	4083	4219	4326	4411	4516	4628	4628	4899	4899
W-3	3053	3053	3222	3222	3249	3275	3437	3575	3657	3740	3819	3905	4016	4123	4123	4230	4230
W-2	2738	2738	2880	2880	2935	3041	3154	3235	3318	3398	3482	3564	3645	3751	3751	3751	3751
W-1	2303	2303	2516	2516	2655	2737	2818	2898	2983	3063	3146	3225	3311	3311	3311	3311	3311
1994 Proposed Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3920	4044	4292	4416	4540	4664	4788	4932	4932	4932	4932	4932	4932
OE-2	0	0	0	0	3408	3521	3633	3746	3859	3971	3971	3971	3971	3971	3971	3971	3971
OE-1	0	0	0	0	2789	2902	3015	3128	3240	3353	3353	3353	3353	3353	3353	3353	3353
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4949	5080	5211	5342	5473
W-4	3375	3443	3510	3578	3646	3758	3871	3984	4096	4209	4322	4455	4568	4682	4796	4910	5024
W-3	2963	3031	3098	3166	3234	3335	3436	3538	3639	3741	3842	3964	4066	4169	4272	4374	4477
W-2	2670	2738	2805	2873	2941	3031	3121	3211	3301	3391	3482	3592	3683	3774	3866	3866	3866
W-1	2294	2361	2429	2497	2564	2737	2821	2905	2990	3075	3159	3264	3264	3264	3264	3264	3264
1994 Pay Table: cell-by-cell comparison																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	-92.91	-104.61	36.39	-6.81	-43.41	-55.41	68.49	212.49	212.49	212.49	212.49	212.49	212.49
OE-2	N/A	N/A	N/A	N/A	-182.07	-122.37	-92.07	-118.77	-113.97	-81.57	-81.57	-81.57	-81.57	-81.57	-81.57	-81.57	-81.57
OE-1	N/A	N/A	N/A	N/A	-170.44	-198.34	-166.24	-135.34	-104.44	-102.34	-102.34	-102.34	-102.34	-102.34	-102.34	-102.34	-102.34
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	53.80	42.70	173.50	23.80	154.60
W-4	26.80	94.60	2.50	70.00	84.10	87.40	89.20	91.90	13.30	-9.80	-4.10	43.90	52.60	54.10	168.10	11.50	125.50
W-3	-89.98	-22.18	-123.28	-55.48	-15.88	60.32	-0.28	-37.18	-18.28	0.92	22.82	58.52	50.42	45.92	148.52	144.02	246.62
W-2	-67.77	-0.27	-74.97	-7.47	5.13	-10.47	-32.67	-24.57	-16.47	-6.57	-0.87	27.93	38.43	22.83	114.33	114.33	114.33
W-1	-9.76	57.74	-87.76	-19.96	-91.36	-0.46	3.14	7.64	7.34	11.24	13.34	38.24	-46.96	-46.96	-46.96	-46.96	-46.96

Table 2-16. Prior-service and warrant officers' current and recommended basic pay comparison (BAS recommendations included)

1994 Current Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2843	2979	3086	3253	3414	3550	3550	3550	3550	3550	3550	3550	3550
OE-2	0	0	0	0	2542	2595	2678	2817	2925	3005	3005	3005	3005	3005	3005	3005	3005
OE-1	0	0	0	0	2047	2187	2268	2350	2432	2542	2542	2542	2542	2542	2542	2542	2542
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3738	3880	3880	4160	4160
W-4	2190	2190	2350	2350	2404	2513	2624	2734	2925	3061	3168	3253	3358	3470	3470	3741	3741
W-3	1991	1991	2159	2159	2187	2213	2375	2513	2595	2678	2757	2843	2954	3061	3061	3168	3168
W-2	1744	1744	1886	1886	1941	2047	2159	2241	2324	2404	2488	2570	2651	2757	2757	2757	2757
W-1	1453	1453	1666	1666	1805	1886	1967	2047	2132	2213	2295	2375	2460	2460	2460	2460	2460
1994 Proposed Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2701	2825	3073	3197	3321	3445	3569	3713	3713	3713	3713	3713	3713
OE-2	0	0	0	0	2309	2421	2534	2647	2759	2872	2872	2872	2872	2872	2872	2872	2872
OE-1	0	0	0	0	1824	1937	2049	2162	2275	2387	2387	2387	2387	2387	2387	2387	2387
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3743	3874	4005	4136	4266
W-4	2169	2237	2304	2372	2439	2552	2665	2777	2890	3003	3116	3248	3362	3476	3590	3704	3818
W-3	1853	1921	1988	2056	2124	2225	2327	2428	2529	2631	2732	2854	2957	3059	3162	3264	3367
W-2	1628	1695	1763	1831	1898	1988	2079	2169	2259	2349	2439	2549	2641	2732	2824	2824	2824
W-1	1394	1461	1529	1596	1664	1836	1921	2005	2090	2174	2259	2363	2363	2363	2363	2363	2363
1994 Pay Table: cell-by-cell comparison																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	-142.50	-154.20	-13.20	-56.40	-93.00	-105.00	18.90	162.90	162.90	162.90	162.90	162.90	162.90
OE-2	N/A	N/A	N/A	N/A	-233.70	-174.00	-143.70	-170.40	-165.60	-133.20	-133.20	-133.20	-133.20	-133.20	-133.20	-133.20	-133.20
OE-1	N/A	N/A	N/A	N/A	-222.90	-250.80	-218.70	-187.80	-156.90	-154.80	-154.80	-154.80	-154.80	-154.80	-154.80	-154.80	-154.80
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5.40	-5.70	125.10	-24.60	106.20
W-4	-21.60	46.20	-45.90	21.60	35.70	39.00	40.80	43.50	-35.10	-58.20	-52.50	-4.50	4.20	5.70	119.70	-36.90	77.10
W-3	-137.70	-69.90	-171.00	-103.20	-63.60	12.60	-48.00	-84.90	-66.00	-46.80	-24.90	10.80	2.70	-1.80	100.80	96.30	198.90
W-2	-115.80	-48.30	-123.00	-55.50	-42.90	-58.50	-80.70	-72.60	-64.50	-54.60	-48.90	-20.10	-9.60	-25.20	66.30	66.30	66.30
W-1	-59.10	8.40	-137.10	-69.30	-140.70	-49.80	-46.20	-41.70	-42.00	-38.10	-36.00	-11.10	-96.30	-96.30	-96.30	-96.30	-96.30

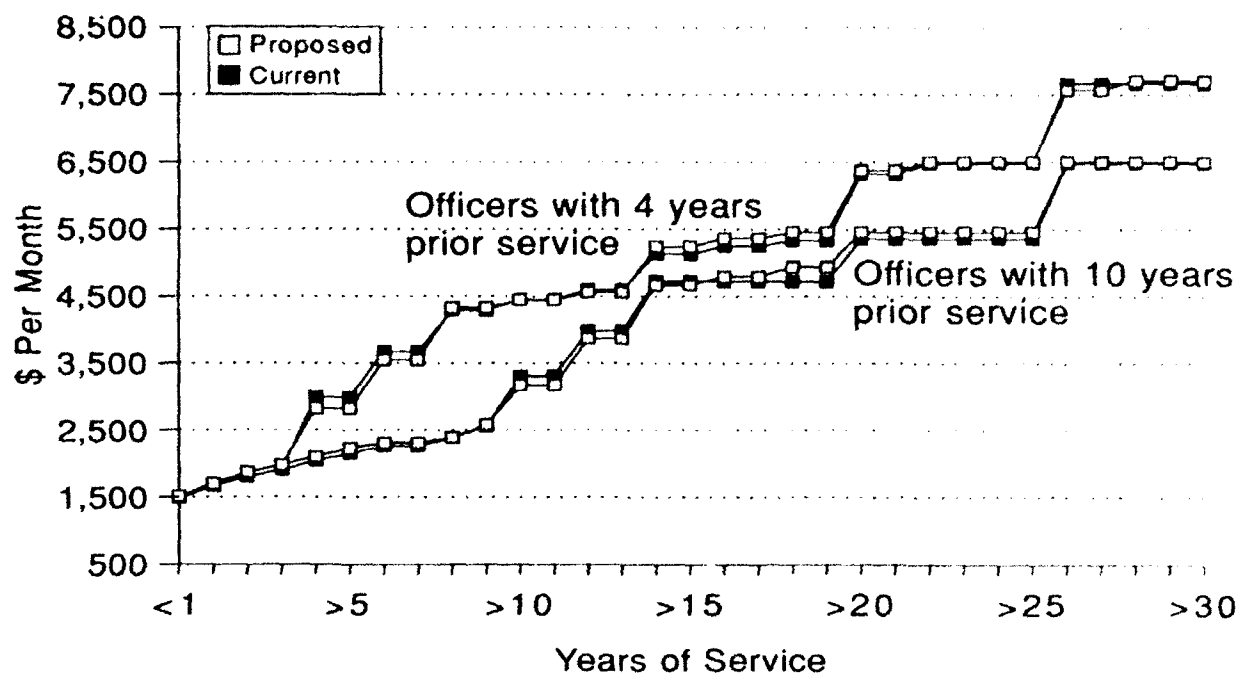


Figure 2-26. Officers with over 4 and over 10 years of prior enlisted service current and proposed RMC (1994)

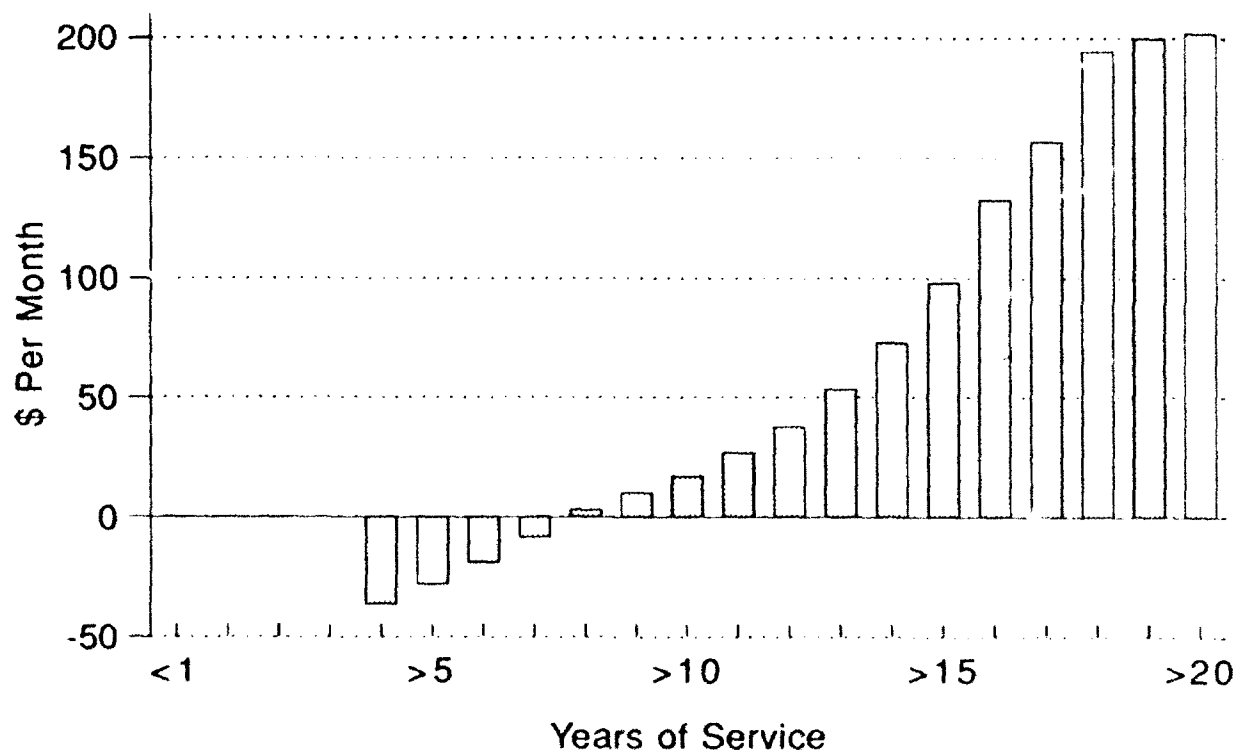


Figure 2-27. Prior-service officers' cumulative average change in RMC if looking to 20 YOS

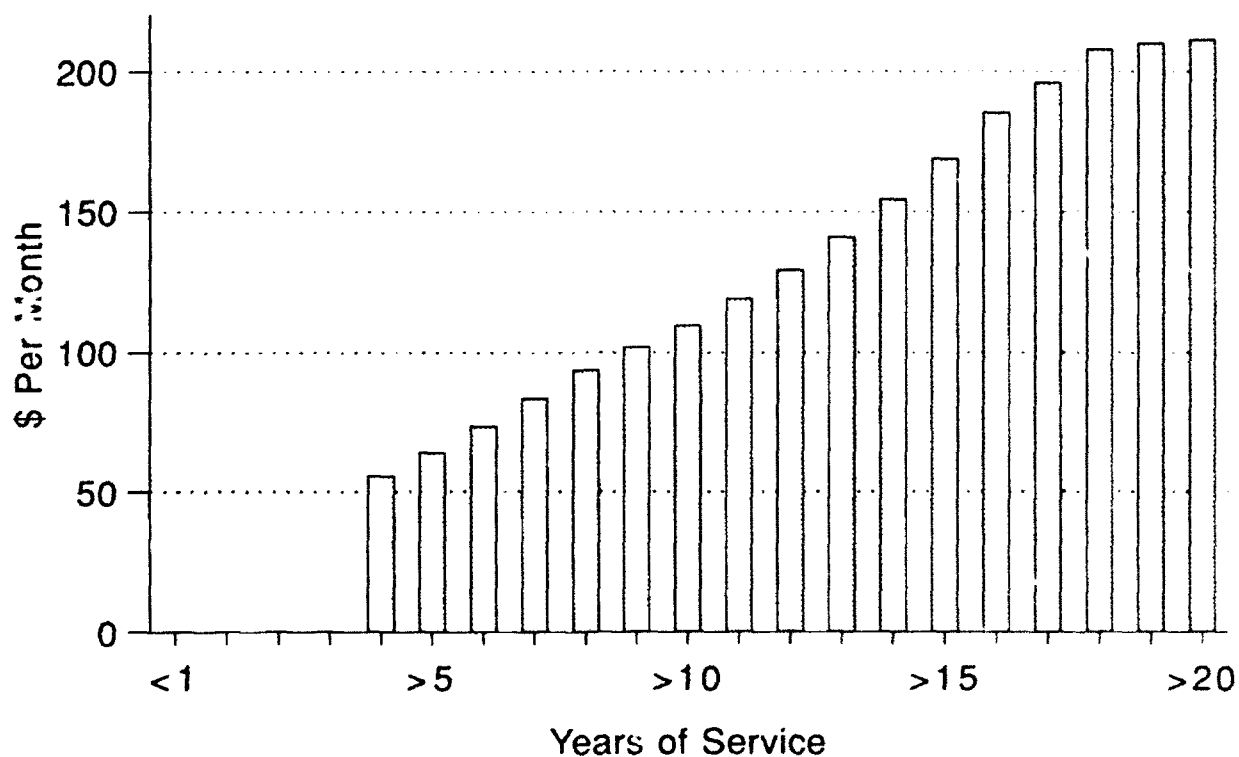


Figure 2-28. Prior-service officers' cumulative average change in RMC if looking to 30 YOS

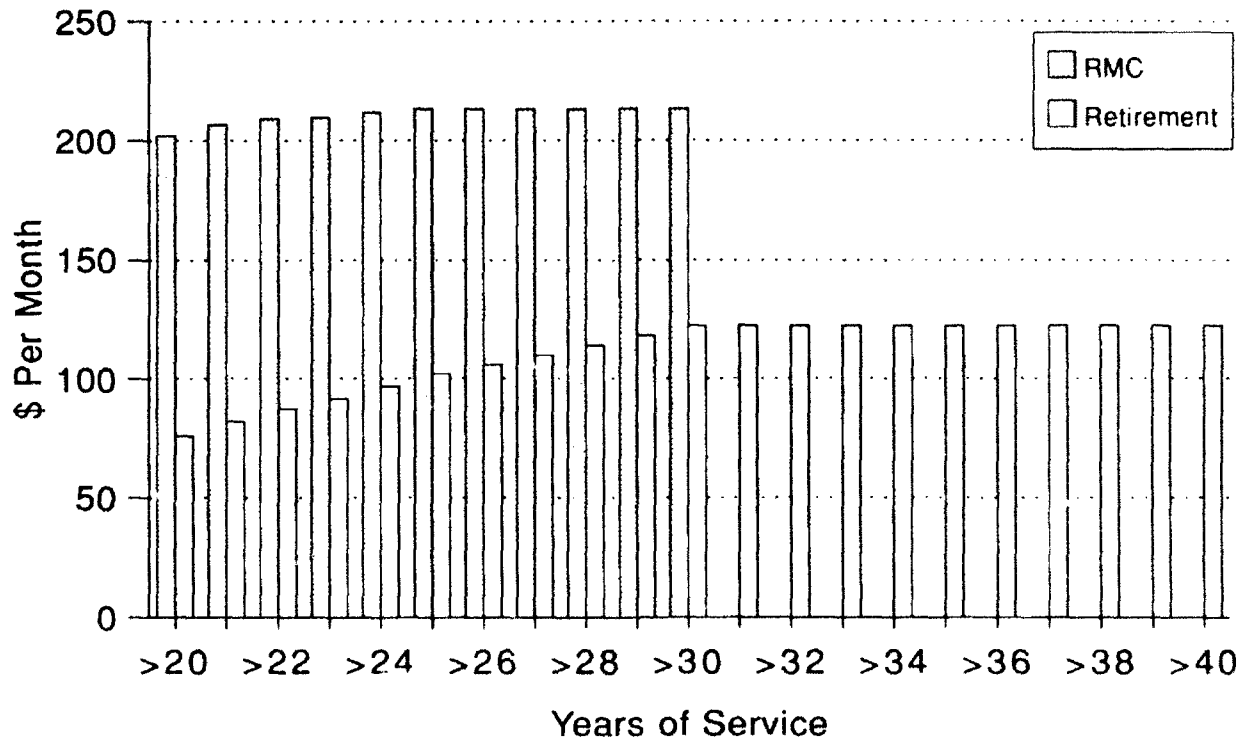


Figure 2-29. Prior-service officers' change in RMC and retirement after 20 YOS



## **Warrant Officers**

Warrant officers, like prior-service officers, enter their pay table at varying years of service; however, they normally keep using that pay table throughout the remainder of their careers.

Figure 2-30 shows the change in components of RMC for warrant officers. The changes in the housing and subsistence components mirror those of the prior-service officers' RMC. Basic pay is reduced in the early years, primarily to fund the increase in the subsistence allowance.

Figure 2-31, which shows the average RMC for warrant officers, again hides the promotion increases because of the varying entry points.

Figures 2-32 and 2-33 compare current and proposed changes to RMC. Warrant officers' RMC decreases slightly in the entry point years, while increasing later. The average crossover occurs during year 15. Retirement levels, as can be inferred from basic pay shown in Figure 2-32, remain about the same or increase for warrant officers. Additionally, promotions to the new pay grade of W-5 are not incorporated into these averages because the population distributions used contained no W-5 pay grade.

Figures 2-34 and 2-35 indicate the average change in future RMC for warrant officers. In nearly every case, average RMC will increase for career warrant officers. Two-thirds of the warrant officers enter the pay table after the over-6 YOS point, and half enter after the over-9 YOS point.

Figure 2-36 shows the RMC and retirement change for retirement-eligible warrant officers. Retirement pay will increase for most of these officers or will be nearly equal.

Tables 2-15 and 2-16 compare the changes in RMC and basic pay for warrant officers using a cell-by-cell format.

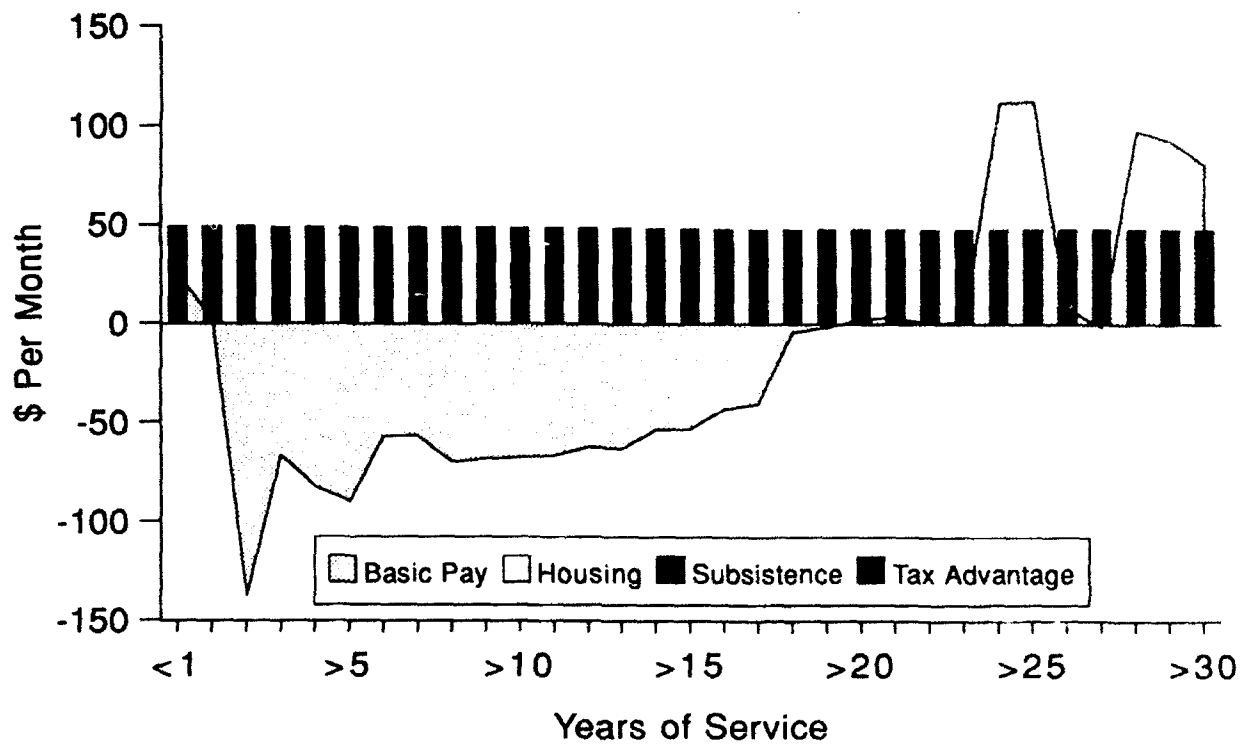


Figure 2-30. Change in components of RMC for warrant officers (1994)



Figure 2-31. Warrant Officers' proposed RMC by component (1994)

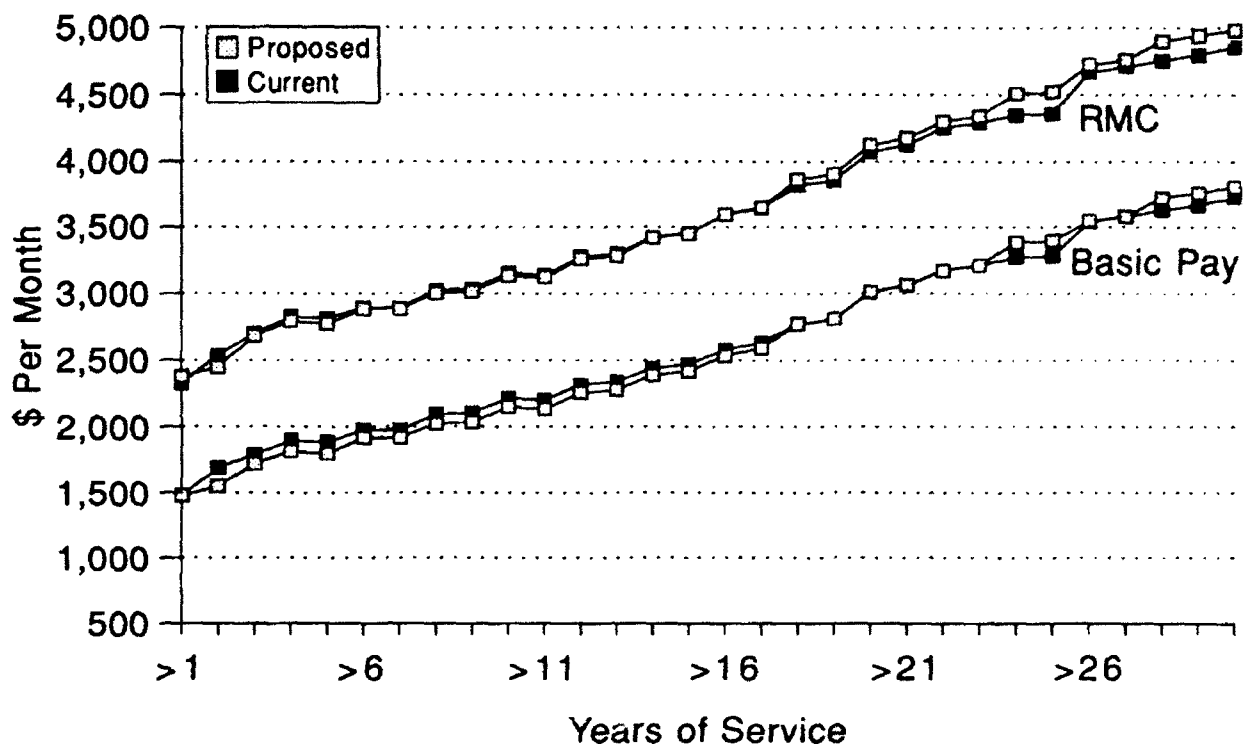


Figure 2-32. Warrant officers' current and proposed RMC and basic pay (1994)

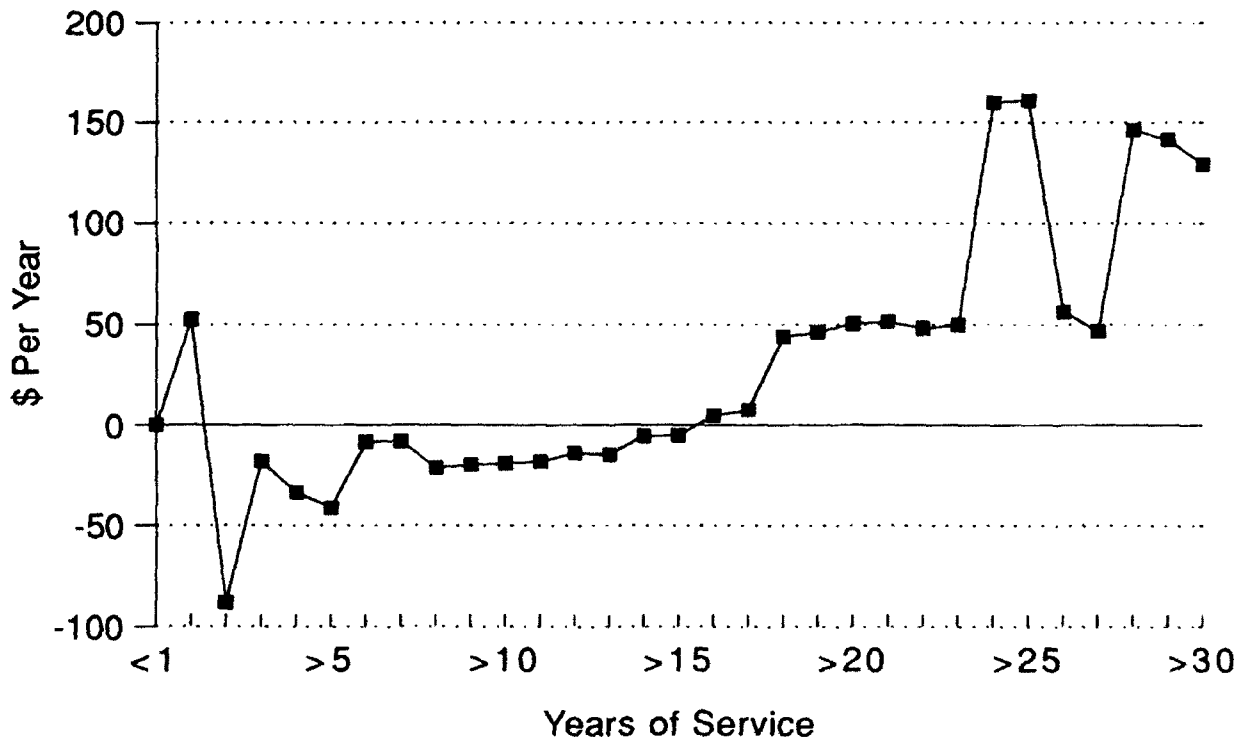


Figure 2-33. Difference in warrant officers' RMC (1994)

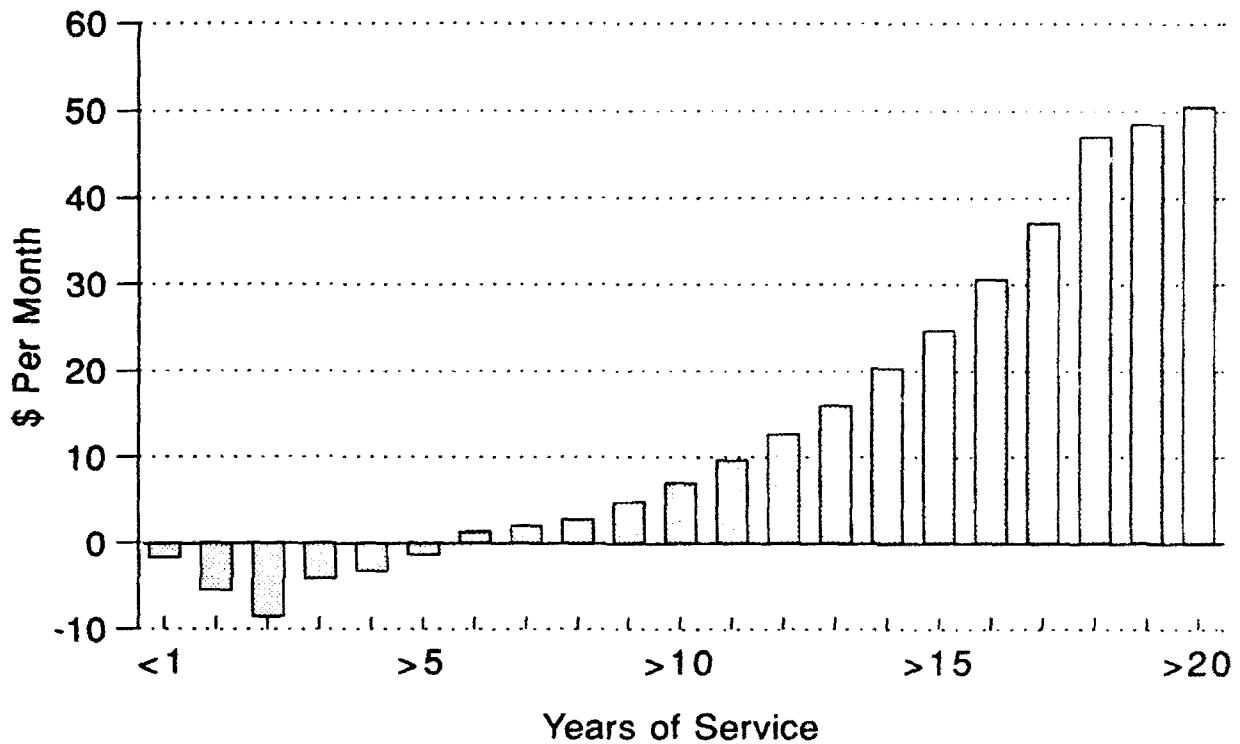


Figure 2-34. Warrant officers' cumulative average change in RMC if looking to 20 YOS



Figure 2-35. Warrant officers' cumulative average change in RMC if looking to 30 YOS

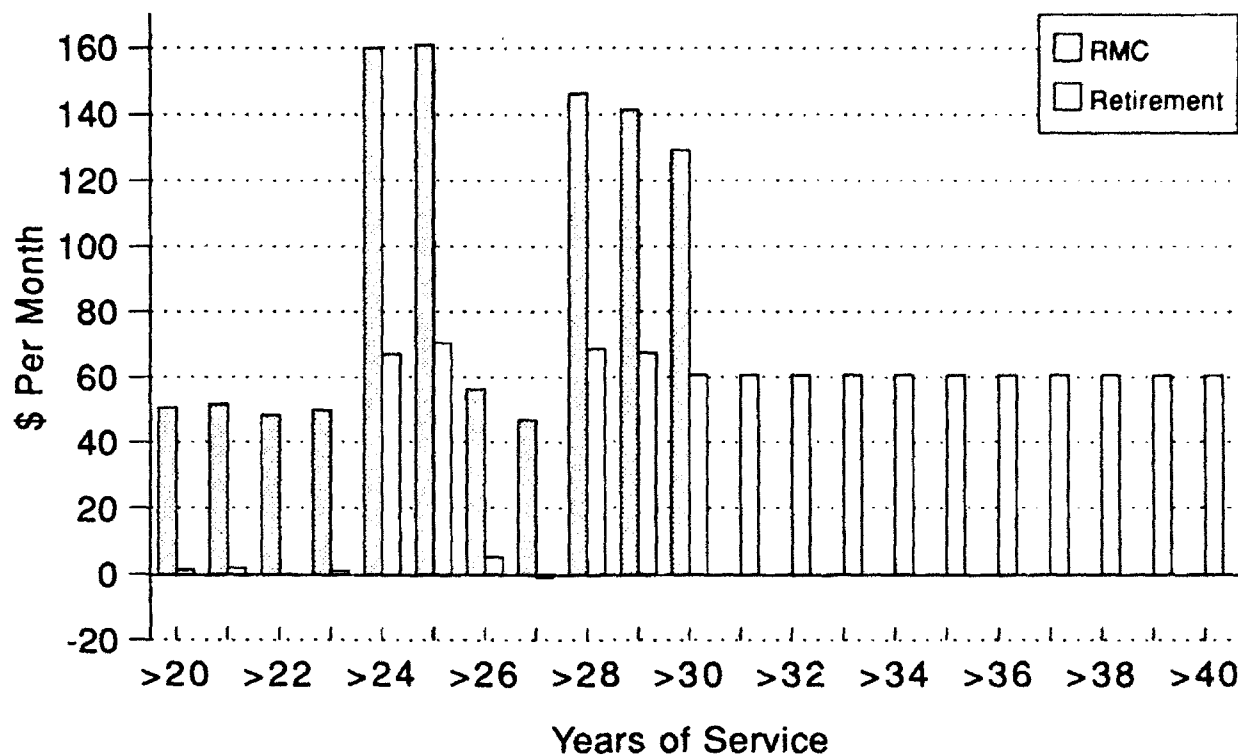


Figure 2-36. Warrant officers' change in RMC and retirement after 20 YOS

# INTEGRATION AND TRANSITION

## CHAPTER 3—TRANSITION

### INTRODUCTION

This chapter analyzes transition alternatives for implementing the QRMC recommendations. The following transition options are examined:

- Incorporation of changes in a single year, coinciding with the January 1994 annual pay raise.
- Incorporation of changes in near equal amounts over multiple years. Two-year (January 1994 and 1995) and three-year transitions (January 1994 through January 1996) are presented.
- A modified one-year transition option, incorporating most changes in a single year, but stretching significantly large changes over multiple years.

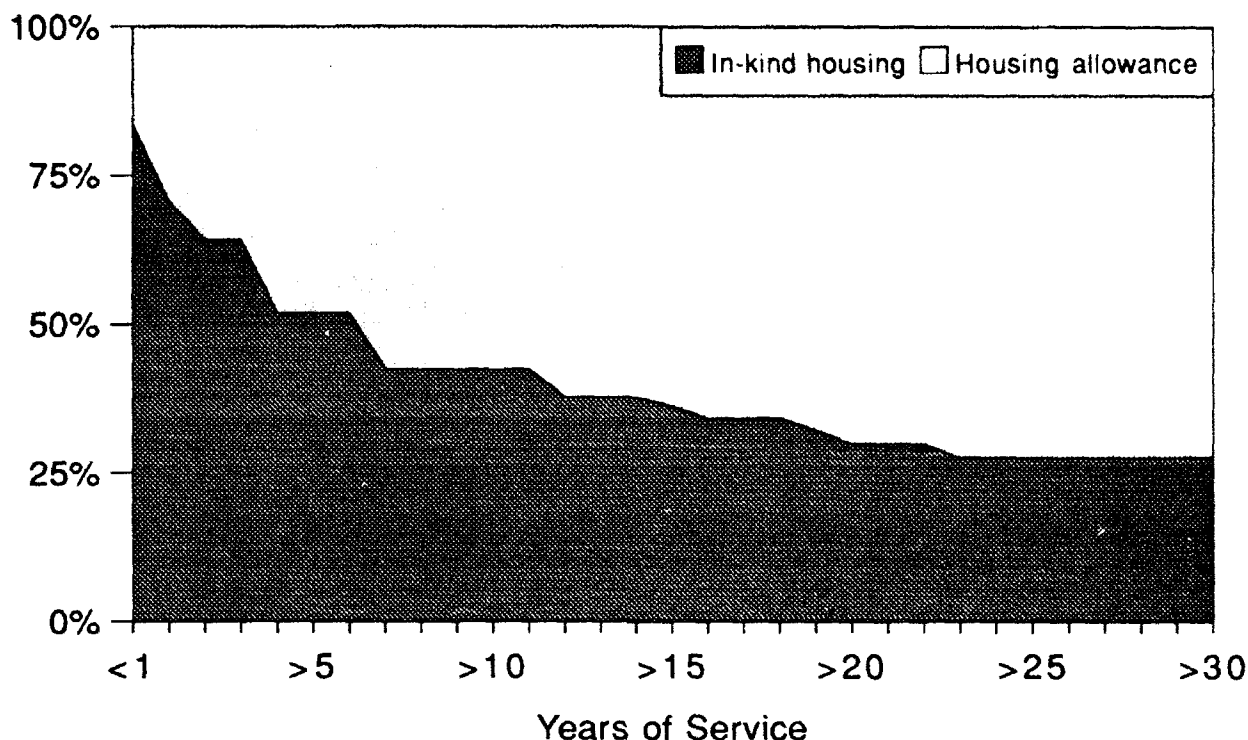
### Methodology

For each option, the recommended percentage changes in basic pay and RMC are compared to the projected unrevised annual pay raise for the transition year. In each transition year, the full projected ECI pay raises of 4.3 percent, 4.1 percent, and 4.0 percent for 1994, 1995, and 1996, respectively, are used.

Tables on basic pay and RMC have been developed for each option. These compare annual pay raises in a cell-by-cell format. Each table shows the transition-year pay level, the previous year's pay level, and the percentage change. Separate tables are included for enlisted members, officers, and prior-service and warrant officers. These sets of tables are attached in Appendices A through C.

As well as indicating changes to retirement pay, the basic pay tables indicate the impact on monthly pay for members who receive subsistence and housing in kind. A major weakness of examining only basic pay changes is that the impact on the majority of service members who receive cash allowances is not revealed. For this reason, the percentage change in RMC has been calculated to give a fuller indication of the overall impact. Even though some members do not receive cash allowances, the RMC tables account for the changes in the value of housing and subsistence provided in kind.

Figures 3-1 and 3-2 show the proportion of enlisted members and officers who receive housing allowances versus those living in government quarters.<sup>9</sup> Figure 3-3 shows the proportion of enlisted members who receive the subsistence allowance versus food in kind. All officers receive BAS.



**Figure 3-1.** Enlisted members' in-kind housing and housing allowance ratio

#### Why Is Transition Required?

Our proposed corrections in the structure of the pay table would transfer money from longevity raises, which were too large, to inadequate promotion and longevity raises. By design, the recommended basic pay tables generally equalize the longevity pay raises within each grade, and make promotion raises larger than longevity increases. As a result, the level of pay in some pay table cells would decrease, while increasing in others. A transition plan is needed to ensure that no member experiences a pay cut as a result of restructuring the pay table.

Once the transition plan has been implemented, members who then move into a new pay cell (by virtue of time in service or promotion) would realize the full intended pay raise. However, if a mid-year switch to the new pay table is made, every member in a pay cell that

<sup>9</sup>Housing and subsistence allowance distribution data were derived from Department of Defense, OASD (FM&P) MM&PP, Directorate of Compensation, *Selected Military Compensation Tables: January 1991 Pay Rates*, A5; data as of 1 Jan 91.

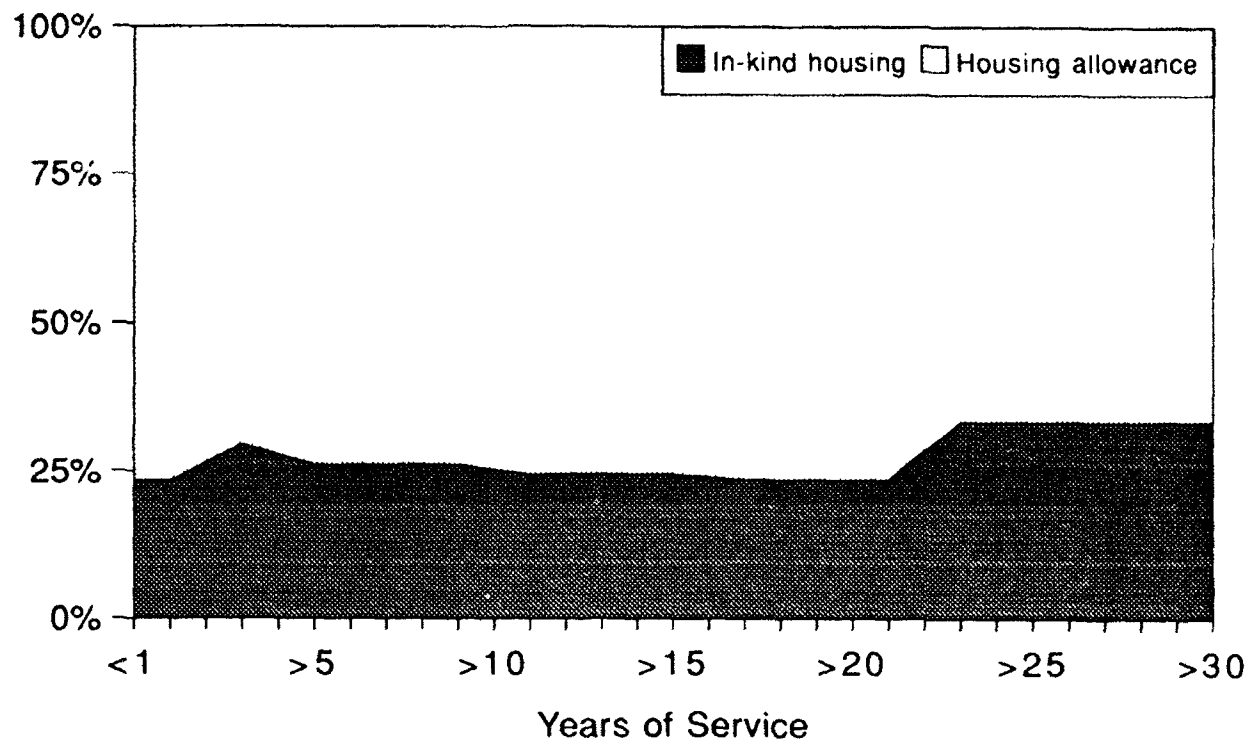


Figure 3-2. Officers' in-kind housing and housing allowance ratio

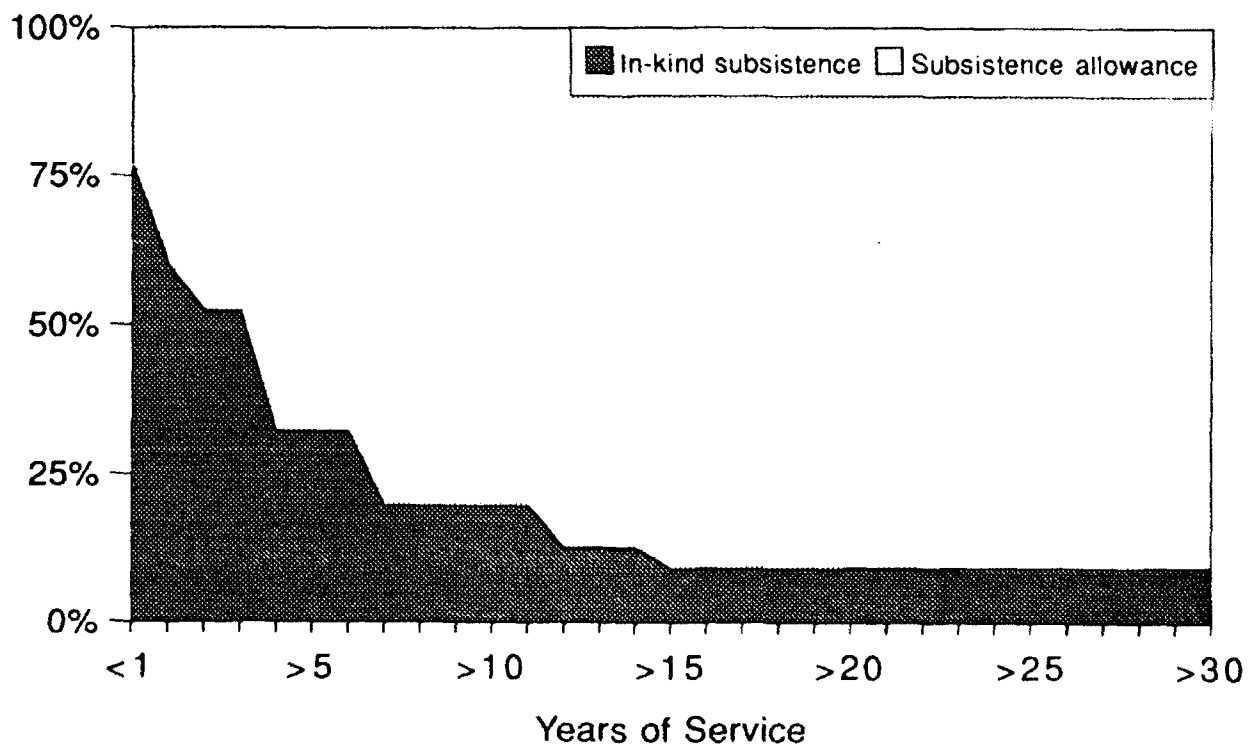


Figure 3-3. Enlisted members' in-kind subsistence and subsistence allowance ratio



is reduced would require *save pay*. So all transition options were developed to occur in conjunction with an annual pay raise, thus reducing the impact on these members and the requirement for as many save-pay provisions. There are, however, some cases that require special consideration. For example, the smoothing of longevity raises from 22 years to 28 years of service will require a special transition to preclude unintended lifetime earnings losses to retirement-eligible members otherwise caught in the transition.

### **Developing Transition Pay Tables**

The one-year transition option incorporates all the changes discussed in the previous chapter when the annual pay raise is implemented on January 1, 1994.

The multi-year transitions are more complex and require developing tables for each of the mid-transition years. The last year of the transition (1995 for the two-year transition and 1996 for the three-year transition) is simply the one-year transition pay table increased to the final year based on the annual projected pay adjustments (i.e., projected ECI). In both multi-year transition options, the housing floor recommendation is completely incorporated in the first year. The QRMC feels that this important safety net for junior enlisted members is urgently needed and should not be phased in.

Computing the mid-year basic pay tables, which begin on January 1, 1994, requires several steps:

- First, the proposed and current basic pay tables are adjusted by the projected pay raises to the last year of the transition.
- Then, the total change in each pay table cell in the last year is divided by the number of transition years.
- Next, the resulting fraction for each cell is then decreased by the annual pay adjustments for the mid-years.
- Last, the reduced fractions for each cell are then added or subtracted to the appropriate current basic pay table projections for the mid-years in the transition.

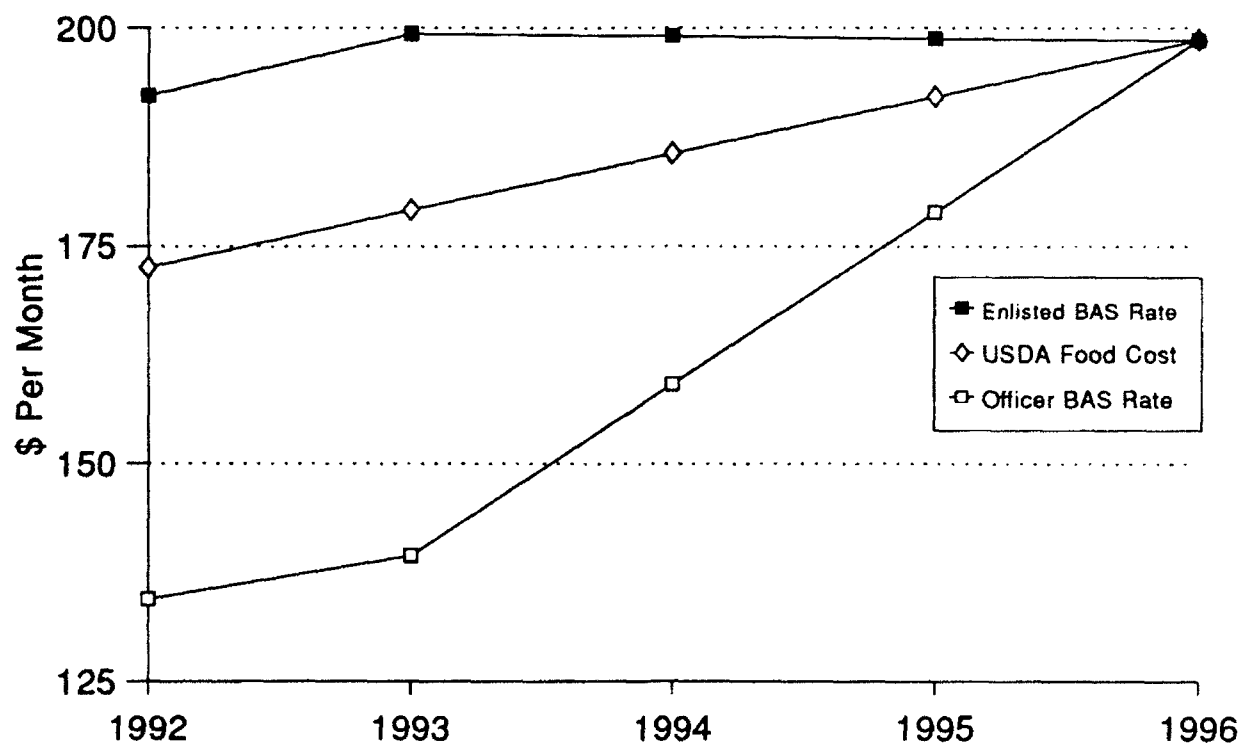
The BAS rates for the transition years are determined similarly:

- First, the difference between the USDA food cost and projected existing rates for BAS in the last transition year is determined for officers and enlisted members.
- This difference is then divided by the number of transition years.
- Finally, the fractional difference, multiplied by the year of the transition, is added to the current BAS rate projection in each transition year.

Table 3-1 provides the projected USDA food costs, current BAS rate projections, and transition BAS rates. Figure 3-4 displays the USDA food cost projections and transition BAS rates for officers and enlisted members for the three-year transition option.

**Table 3-1. Transition rates for BAS**

	1992	1993	1994	1995	1996
Projected USDA Food Cost	172.59	179.15	185.60	192.09	198.62
Current BAS projections					
Officers	134.42	139.39	145.39	151.35	157.40
Enlisted	192.25	199.36	207.93	216.46	225.12
Two-year transition phase-in BAS rates					
Officers	134.42	139.39	165.76	192.09	
Enlisted	192.25	199.36	195.75	192.09	
Two-year transition BAS Annual Change					
Officers	5.42	4.97	26.37	26.33	
Enlisted	7.75	7.11	-3.61	-3.66	
Three-year transition phase-in BAS rates					
Officers	134.42	139.39	159.13	178.83	198.62
Enlisted	192.25	199.36	199.10	198.80	198.62
Three-year transition BAS Annual Change					
Officers	5.42	4.97	19.73	19.70	19.79
Enlisted	7.75	7.11	-0.26	-0.31	-0.17



**Figure 3-4. Three-year transition of BAS**

The last step in developing the transition-year pay tables is to combine the BAS changes with the basic pay changes. The BAS differentials are added to or subtracted from the transition-year basic pay tables, accounting for enlisted members' tax advantage and the trade-off factors as described in the previous chapter.

## ONE-YEAR TRANSITION

The major benefit of a one-year transition option is its immediacy: the impact of all the changes would occur at once, and the following year's pay raise would return to an equal percent for all members. However, a one-year transition would require the largest *save-pay* provisions, both in terms of number of members involved and total save-pay costs.

In this section, the percentage changes in basic pay and RMC under a one-year transition are examined for each of the four pay grade categories (enlisted members, officers, prior-service officers, and warrant officers). This analysis specifically focuses on members whose level of pay would decrease or increase by less than half of their otherwise projected pay raise.

Tables 3-2 and 3-3 show the percentage changes in the basic pay table and RMC from 1993 to 1994 for the one-year transition option. These percentage changes can then be compared to the projected pay raise of 4.3 percent.<sup>10</sup> The outlined cells indicate where the increase in basic pay or RMC amounts to less than half the projected pay raise.

### Enlisted Members

**Basic Pay.** As indicated in Table 3-2, enlisted members' basic pay raises will be larger than the projected 4.3 percent along the typical career path, with two exceptions.

First, enlisted members who have less than two YOS may realize slight increases or decreases in basic pay. Advancement through these cells is rapid, and these members will recover losses through gains in future income. However, even a short-term pay reduction was considered inappropriate. Therefore, the QRMC assumed that members entering the service will appropriately start with the restructured pay table, while save-pay provisions will be required for some members currently in the force.

Second, senior enlisted members who are at or near the over-26 year point may receive less basic pay and, hence, less retirement pay than anticipated. Members approaching the over-26-year point will receive a substantial pay increase from the new over-24 longevity raise, but the net benefit they receive will depend on how many months they have remaining before going over 26 YOS. Special consideration is appropriate for those members at or near the 26-year point to ensure they do not lose anticipated retirement income.

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<sup>10</sup>Shaded areas on the enlisted and officer tables indicate typical career paths. The enlisted career path is based on DoD projected average promotion timing, and the officer career path is based on DOPMA promotion guidelines.



Table 3-3. One-year transition (1993 to 1994) RMC raise (compare to 4.3 percent)

Enlisted Member RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.48%	4.20%	4.69%	5.32%	5.97%	4.32%	6.81%	1.90%	3.94%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.30%	2.89%	3.39%	4.00%	4.37%	5.07%	5.44%	3.51%	6.36%	1.26%	3.91%
E-7	2.84%	5.40%	3.44%	3.89%	4.35%	4.47%	4.45%	4.63%	4.70%	4.58%	3.66%	3.61%	3.72%	4.62%	1.97%	5.62%	0.58%	3.94%
E-6	2.72%	5.58%	3.54%	4.09%	4.77%	4.65%	4.65%	4.84%	4.90%	3.69%	3.93%	3.20%	3.39%	3.39%	3.39%	3.39%	3.39%	3.94%
E-5	4.67%	7.91%	6.28%	6.75%	7.39%	6.06%	6.06%	6.17%	6.25%	4.99%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%
E-4	4.02%	7.62%	8.17%	8.34%	7.10%	7.34%	7.63%	7.63%	7.34%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%
E-3	2.94%	6.80%	7.69%	9.34%	7.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%
E-2	3.56%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%
E-1	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%
E-1 <4	14.14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Officer RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.51%	4.51%	7.86%	3.86%	5.98%	8.11%	7.02%	9.08%	9.08%	6.50%	8.48%	4.50%	6.57%	2.89%	4.67%	6.46%	3.00%	4.70%
O-9	4.53%	4.53%	4.55%	2.88%	7.90%	6.92%	6.86%	8.83%	8.83%	7.38%	9.30%	4.46%	6.48%	3.76%	5.50%	7.23%	3.09%	4.74%
O-8	4.53%	4.53%	4.34%	2.53%	4.58%	6.62%	2.91%	4.84%	4.84%	3.06%	4.93%	3.48%	2.07%	0.80%	0.55%	2.23%	3.91%	5.60%
O-7	4.55%	4.55%	2.23%	2.23%	4.70%	3.83%	2.22%	4.22%	4.22%	6.51%	4.93%	-0.31%	-3.10%	-1.12%	0.84%	2.82%	4.79%	6.76%
O-6	-0.95%	2.50%	4.55%	-1.72%	1.39%	4.49%	7.59%	10.69%	13.27%	13.80%	14.19%	5.47%	5.78%	7.85%	5.43%	7.48%	2.94%	4.87%
O-5	5.62%	9.69%	2.51%	1.60%	5.11%	8.61%	12.10%	13.27%	13.27%	12.55%	10.70%	7.30%	5.47%	5.24%	4.60%	4.60%	4.60%	4.60%
O-4	5.56%	10.44%	1.37%	1.10%	5.20%	9.47%	11.65%	9.25%	9.25%	7.63%	6.70%	5.80%	5.48%	5.48%	5.48%	5.48%	5.48%	5.48%
O-3	7.33%	7.33%	5.25%	5.94%	8.97%	1.67%	5.24%	4.17%	4.17%	3.33%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%
O-2	5.61%	9.81%	7.40%	-2.22%	1.1%	0.63%	0.69%	0.69%	0.69%	0.69%	0.69%	0.69%	0.6%	0.39%	0.69%	0.69%	0.69%	0.69%
O-1	5.22%	8.69%	9.21%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%
Prior Service Officer RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	1.89%	1.67%	5.19%	5.19%	4.14%	3.31%	3.08%	5.82%	9.00%	9.00%	9.00%	9.00%	9.00%	9.00%
OE-2	N/A	N/A	N/A	N/A	-0.99%	0.80%	1.72%	1.09%	1.09%	1.1%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%
OE-1	N/A	N/A	N/A	N/A	-1.71%	-2.37%	-1.15%	-0.02%	-0.02%	1.04%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%
Warrant Officer RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5.45%	5.18%	7.89%	4.77%	7.33%
W-4	5.13%	7.24%	4.37%	6.38%	6.76%	6.78%	6.76%	6.76%	6.76%	4.64%	4.06%	4.20%	5.33%	5.51%	5.52%	8.09%	4.54%	6.97%
W-3	1.23%	3.54%	0.31%	2.50%	3.79%	6.22%	4.29%	3.21%	3.21%	3.78%	4.32%	4.72%	5.85%	5.61%	5.46%	8.06%	7.85%	10.38%
W-2	1.72%	4.29%	1.58%	4.03%	4.48%	3.94%	3.22%	3.51%	3.51%	3.78%	4.10%	4.27%	5.12%	5.40%	4.94%	7.48%	7.48%	7.48%
W-1	3.86%	6.92%	0.66%	3.47%	0.71%	4.28%	4.41%	4.57%	4.57%	4.55%	4.68%	4.74%	5.53%	5.53%	5.53%	5.53%	5.53%	5.53%

**Regular Military Compensation.** Table 3-3 shows the percentage changes in RMC. The raise in RMC is generally larger than the annual pay adjustment along most of the enlisted career path. Changes are slightly smaller than indicated on the basic pay table chart because of the \$22.33 reduction in BAS.

RMC levels for the lower-ranking enlisted members are noticeably higher. This is due entirely to the housing allowance floor. This increase, however, will not be realized as cash by the members who live in government quarters. The value of government quarters will have essentially risen to at least the floor level. Again, save-pay provisions will preclude any of these members actually losing any money.

Despite slightly higher increases in RMC for the senior enlisted members in the over-26 pay cell, they will still merit special consideration, as previously discussed.

### **Officers**

**Basic Pay.** Table 3-2 indicates that basic pay changes adversely affect three groups of officers. The first group is new O-1s with less than one YOS. The impact on this group is minimized, however, by their prospect of a substantial pay raise within a year, when they reach the new over-1 pay raise. The second group is the senior O-2s and junior O-3s. This group bears the largest impact from a shift of money to the more senior O-3s and O-4s. Those who progress to O-4 will completely recover these reductions. Officers currently in these cells may require a multi-year transition or save-pay provision to reduce the negative impact. The third group is O-6s in, and approaching, the over-26 pay cell. The concern here, as with the senior enlisted members, is its effect on retirement pay.

**Regular Military Compensation.** The table showing basic pay change for officers omits a significant allowance increase that will affect most officers: it does not account for the \$40.21 monthly increase in BAS, which was funded from their basic pay, or the associated tax advantage. Table 3-3 shows that RMC increases by 5.22 percent for O-1s with less than one YOS. This increase is attributable both to the raise in BAS and to the changes in housing allowance. Thus, this group is actually better off and should not be of concern. On the other hand, although RMC increases by nearly 3.0 percent for O-6s at the over-26-year point, there is still concern here with retirement pay levels.

For the group of officers in the over-3 through over-6 pay cells, RMC growth shows improvement over basic pay, but some cells still show a pay loss. O-2s in the over-3 pay cell are the most adversely affected. They will, however, get a substantial raise when they are promoted to O-3, normally within a year. Until then, they should be protected from a pay loss with save pay.

### **Prior-Service Officers**

The prior-service officer basic pay and RMC tables, because of their linkage to the bottom half of the officer tables, reflect similar patterns. Many of the pay table cells on the OE comparison tables are outlined in succession, which may be misleading. It should be noted that the outlined cells reflect only the number of pay cells affected, not the length of time a member is affected. Each member will be affected only once, when the recommended changes are implemented.

The RMC table for prior-service officers is a better measure of the impact than the basic pay table because they, like all officers, are normally entitled to cash allowances and will receive the \$40.22 (plus tax advantage) increase in BAS. Although the RMC table contains fewer outlined cells than the basic pay table, it still indicates that some officers will need pay loss protection.

### **Warrant Officers**

The warrant officer table is affected much like the prior-service officer table. The subtraction of the money from warrant officers' basic pay to fund the increases in BAS makes it appear, when examining the basic pay changes, that many of these members will be adversely affected. However, examination of the RMC changes in Table 3-3 shows that only a few pay cells contain increases that amount to less than half the annual pay adjustment. The reduced over-2 and over-4 YOS cells are the result of shifting some dollars to the over-1 and over-3-year points.

## **MULTI-YEAR TRANSITIONS**

Implementing the QRMC recommendations in a single year leads to decreases in some pay table cells and the need for save-pay provisions. Implementing changes over multiple years, in conjunction with annual pay raises, will eliminate these decreases. However, distributing smaller reductions over multiple years will prolong the time before some members receive a full annual pay raise.

### **Two and Three Year Transitions**

A two-year transition will reduce the impact of the change by about half. That is, differences are halved between what the annual pay raise would have been if no change occurred and the amount of the raise under the one-year transition plan. For example, in the one-year transition, an O-1 in the under-1 YOS pay cell would get a 1.7 percent raise rather than the normal 4.3 percent raise; under the two-year transition, he or she would receive a 3.0 percent raise. The drawback is that members who move into that pay cell will have their raises reduced the next year.

Likewise, a three-year transition would provide a raise two-thirds higher, but prolong to three years the time before some pay cells are raised by the full annual pay adjustment. In

pay cells where raises are higher than the projected annual pay adjustment, the effect would be the opposite (i.e., one-half or two-thirds lower). One distinct advantage of the three-year transition is that the enlisted member BAS rate could be held constant throughout the three transition years. This would eliminate the negative impact of lowering the enlisted BAS rate.

### **Effects of Multi-Year Transitions**

Examination of multi-year transitions of varying lengths reveals that a transition of over three years is neither necessary nor desirable because of its prolonged effects. Because the effects of the two- and three-year transitions are similar, except for slight variance in dollar amounts, the remaining analysis of the multi-year option will focus on the three-year transition. Complete basic pay and RMC comparisons are included in Appendix B for the two-year transition and in Appendix C for the three-year transition.

Table 3-4 shows the basic pay changes for the first year of the three-year transition option. The number of outlined pay cells on this table is noticeably less than for the one-year transition. In fact, no cells have negative values. For senior members approaching retirement, both multi-year transition options would provide at least half of the otherwise projected pay raise. However, some junior enlisted members in their first year of service would receive less than half of the normal pay adjustment. Again, for these members, several raises through promotion or longevity can be expected during the first year, so the impact of the lower raise would be minimized. Additionally, those receiving a housing allowance will get a large pay increase as indicated by the RMC change (Table 3-5).

Table 3-5 shows RMC changes for the first year of the three-year transition. As stated earlier, this chart gives a better indication of the impact on pay for most members. It shows that O-2s over-3 YOS and OE-1s over-6 YOS, the most affected groups, will get pay raises equal to or slightly less than half of the projected annual adjustment. A transition of less than three years would require save-pay provisions for these members. No save-pay provisions would be required in a three-year transition for any pay cell.

### **MODIFIED ONE-YEAR TRANSITION**

So far, tables have shown only the effects of using the same transition option throughout the table. Multi-year transitions may make sense only for selected cells in the pay table. In other words, this option would essentially be a one-year transition with a few selected cells being phased in under a multi-year plan.

Comparing the outlined cells of the various transition options shows which grade and longevity combinations can best benefit from a multi-year versus one-year transition. Table 3-6 shows the length of transition required and the comparative basic pay raises for these cells. Table 3-7 shows the comparative RMC raises. These tables show the pay raises for each cell over three years. Cells in the tables that are both outlined and shaded would be handled over three years; cells that are only outlined would be treated over two years, and the transition



Table 3-4. Three-year transition (1993 to 1994) basic pay raise (Year 1: compare to 4.3 percent)

Enlisted Member Basic Pay																		
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.02%	4.31%	4.65%	4.88%	5.15%	5.44%	4.64%	5.70%	3.46%	4.44%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.79%	4.10%	4.31%	4.61%	4.76%	5.10%	5.23%	4.30%	5.54%	3.24%	4.45%
E-7	4.03%	5.45%	4.37%	4.65%	4.92%	4.95%	5.01%	5.01%	5.03%	4.94%	4.45%	4.40%	4.44%	4.86%	3.55%	5.30%	2.91%	4.46%
E-6	3.85%	5.53%	4.36%	4.70%	4.90%	5.00%	5.08%	5.08%	5.08%	4.41%	4.52%	4.13%	4.23%	4.23%	4.23%	4.23%	4.23%	4.23%
E-5	4.50%	6.39%	5.44%	5.74%	6.13%	5.36%	5.40%	5.40%	5.42%	4.74%	4.60%	4.60%	4.60%	4.60%	4.60%	4.60%	4.60%	4.60%
E-4	3.66%	5.72%	6.06%	6.18%	5.54%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%
E-3	2.43%	4.62%	5.18%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%
E-2	0.72%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%
E-1	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%
E-1 <4	4.10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Officer Basic Pay																		
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.09%	4.09%	3.82%	3.82%	4.73%	5.64%	5.18%	5.18%	6.05%	4.96%	5.79%	4.14%	5.00%	3.50%	4.23%	4.15%	3.56%	4.25%
O-9	4.06%	4.06%	4.08%	3.36%	4.24%	5.12%	5.10%	5.10%	5.95%	5.33%	6.15%	4.09%	4.95%	3.81%	4.55%	5.27%	3.56%	4.24%
O-8	4.04%	4.04%	3.97%	3.17%	4.09%	4.99%	3.38%	3.38%	4.22%	3.46%	4.27%	3.66%	3.08%	2.56%	2.47%	3.18%	3.88%	4.58%
O-7	3.99%	3.99%	2.94%	2.94%	4.08%	3.70%	4.80%	4.80%	3.90%	4.93%	4.24%	1.98%	0.83%	1.68%	2.53%	3.37%	4.22%	5.06%
O-6	1.09%	2.83%	1.41%	0.93%	2.41%	3.89%	5.38%	5.38%	6.86%	8.34%	8.50%	4.42%	4.57%	5.50%	4.44%	5.34%	3.38%	4.22%
O-5	4.29%	6.45%	2.83%	2.41%	4.13%	5.86%	7.57%	7.57%	8.13%	7.74%	6.82%	5.23%	4.40%	4.31%	4.04%	4.04%	4.04%	4.04%
O-4	4.18%	6.75%	2.21%	2.14%	4.13%	6.20%	7.21%	7.21%	6.07%	5.32%	4.90%	4.52%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%
O-3	1.89%	4.99%	4.01%	4.38%	2.54%	2.49%	4.14%	4.14%	3.68%	3.34%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%
O-2	3.96%	6.06%	4.89%	0.56%	1.08%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%
O-1	3.42%	5.09%	5.36%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%
Prior-Service Officer Basic Pay																		
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	2.54%	2.49%	4.14%	4.14%	3.68%	3.34%	3.26%	4.48%	5.89%	5.89%	5.89%	5.89%	5.89%	5.89%
OE-2	N/A	N/A	N/A	N/A	1.08%	1.95%	2.42%	2.42%	2.18%	2.32%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%
OE-1	N/A	N/A	N/A	N/A	0.49%	0.29%	0.94%	0.94%	1.50%	2.03%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%
Warrant Officer Basic Pay																		
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.34%	4.24%	5.41%	4.09%	5.18%
W-4	3.94%	5.01%	3.60%	4.61%	4.80%	4.82%	4.82%	4.82%	4.84%	3.87%	3.63%	3.71%	4.24%	4.33%	4.35%	5.49%	3.96%	5.02%
W-3	1.87%	3.07%	1.52%	2.62%	3.26%	4.48%	3.57%	3.57%	3.11%	3.40%	3.68%	3.97%	4.42%	4.32%	4.27%	5.44%	5.35%	6.48%
W-2	1.97%	3.32%	2.01%	3.25%	3.51%	3.29%	2.99%	2.99%	3.16%	3.31%	3.50%	3.60%	4.02%	4.16%	3.98%	5.13%	5.13%	5.13%
W-1	2.84%	4.46%	1.41%	2.84%	1.58%	3.35%	3.45%	3.45%	3.56%	3.60%	3.69%	3.74%	4.12%	4.12%	4.12%	4.12%	4.12%	4.12%

Table 3-4 (cont.). Three-year transition (1994 to 1995) basic pay raise (Year 2: compare to 4.1 percent)

Enlisted Member Basic Pay		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.77%	4.08%	4.41%	4.64%	4.92%	5.22%	4.43%	5.48%	3.26%	4.24%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.54%	3.84%	4.07%	4.37%	4.53%	4.85%	5.03%	4.10%	5.42%	3.02%	4.25%
E-7	3.83%	5.25%	4.15%	4.39%	4.64%	4.69%	4.69%	4.73%	4.76%	4.69%	4.20%	4.16%	4.20%	4.66%	3.35%	5.10%	2.69%	4.26%
E-6	3.66%	5.31%	4.16%	4.43%	4.63%	4.73%	4.80%	4.80%	4.80%	4.16%	4.27%	3.88%	3.98%	3.98%	3.98%	3.98%	3.98%	3.98%
E-5	4.31%	6.16%	5.20%	5.45%	5.80%	5.07%	5.11%	5.11%	5.12%	4.47%	4.32%	4.32%	4.32%	4.32%	4.32%	4.32%	4.32%	4.32%
E-4	3.48%	5.49%	5.80%	5.87%	5.22%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%
E-3	2.22%	4.41%	4.96%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%
E-2	0.39%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%
E-1	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%
Officer Basic Pay		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	3.91%	3.91%	3.64%	3.64%	4.54%	5.43%	5.43%	4.98%	5.83%	4.77%	5.58%	3.95%	4.80%	3.30%	4.03%	4.75%	3.36%	4.05%
O-9	3.89%	3.89%	3.90%	3.17%	4.06%	4.94%	4.94%	4.91%	5.74%	5.13%	5.93%	3.91%	4.75%	3.62%	4.35%	5.07%	3.36%	4.04%
O-8	3.86%	3.86%	3.79%	2.98%	3.90%	4.80%	4.80%	3.19%	4.04%	3.27%	4.09%	3.47%	2.88%	2.35%	2.25%	2.97%	3.68%	4.39%
O-7	3.82%	3.82%	2.75%	2.75%	3.91%	3.52%	3.52%	4.61%	3.72%	4.75%	4.06%	1.75%	0.53%	1.43%	2.31%	3.17%	4.02%	4.86%
O-6	0.82%	2.63%	1.17%	0.66%	2.21%	3.73%	3.73%	5.20%	6.62%	8.02%	8.16%	4.25%	4.39%	5.30%	4.25%	5.14%	3.18%	4.02%
O-5	4.13%	6.25%	2.64%	2.21%	3.97%	5.66%	5.66%	7.30%	7.81%	7.45%	6.59%	5.05%	4.22%	4.13%	3.85%	3.85%	3.85%	3.85%
O-4	4.02%	6.54%	2.01%	1.95%	3.97%	5.99%	5.99%	6.96%	5.87%	5.14%	4.73%	4.34%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%
O-3	1.69%	4.84%	3.85%	4.22%	2.35%	2.31%	3.97%	3.97%	3.52%	3.17%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%
O-2	3.82%	5.89%	4.74%	0.27%	0.84%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
O-1	3.27%	4.96%	5.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%
Prior Service Officer Basic Pay		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	N/A	2.35%	2.31%	3.97%	3.52%	3.17%	3.08%	4.30%	5.68%	5.68%	5.68%	5.68%	5.68%	5.68%
OE-2	N/A	N/A	N/A	N/A	N/A	0.84%	1.75%	2.23%	1.98%	2.12%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%
OE-1	N/A	N/A	N/A	N/A	N/A	0.21%	-0.01%	0.68%	1.29%	1.83%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%
Warrant Officer Basic Pay		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.16%	4.05%	5.21%	3.89%	4.98%
W-4	3.79%	4.86%	3.44%	4.46%	4.65%	4.65%	4.67%	4.66%	4.68%	3.71%	3.46%	3.54%	4.06%	4.15%	4.16%	5.29%	3.77%	4.83%
W-3	1.68%	2.90%	1.31%	2.44%	3.12%	4.33%	4.33%	3.42%	2.95%	3.24%	3.52%	3.81%	4.25%	4.15%	4.09%	5.24%	5.15%	6.24%
W-2	1.80%	3.18%	1.82%	3.10%	3.36%	3.12%	3.12%	2.81%	3.00%	3.15%	3.35%	3.45%	3.84%	3.99%	3.80%	4.93%	4.93%	4.93%
W-1	2.72%	4.33%	1.20%	2.69%	1.37%	3.19%	3.19%	3.31%	3.42%	3.44%	3.53%	3.57%	3.95%	3.95%	3.95%	3.95%	3.95%	3.95%

Table 3-4 (cont.). Three-year transition (1995 to 1996) basic pay raise (Year 3: compare to 4.0 percent)

Enlisted Member Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.64%	3.96%	4.30%	4.52%	4.81%	5.07%	4.31%	5.34%	3.13%	4.11%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.43%	3.70%	3.96%	4.25%	4.41%	4.73%	4.89%	3.96%	5.28%	2.89%	4.12%
E-7	3.73%	5.14%	4.06%	4.27%	4.50%	4.53%	4.63%	4.65%	4.56%	4.08%	4.05%	4.10%	4.52%	3.22%	4.96%	2.54%	4.14%
E-6	3.56%	5.18%	3.99%	4.30%	4.50%	4.57%	4.66%	4.68%	4.04%	4.16%	3.80%	3.87%	3.87%	3.87%	3.87%	3.87%	3.87%
E-5	4.21%	6.03%	5.11%	5.33%	5.61%	4.92%	4.95%	4.98%	4.35%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%
E-4	3.42%	5.42%	5.55%	5.73%	5.10%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%
E-3	2.05%	4.28%	4.80%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%
E-2	0.13%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%
E-1	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	3.83%	3.83%	3.55%	3.55%	4.46%	5.33%	4.89%	5.72%	4.68%	5.47%	3.87%	4.69%	3.20%	3.94%	4.66%	3.26%	3.95%
O-9	3.81%	3.81%	3.83%	3.09%	3.98%	4.85%	4.83%	5.64%	5.04%	5.83%	3.83%	4.66%	3.52%	4.25%	4.97%	3.27%	3.95%
O-8	3.78%	3.78%	3.71%	2.89%	3.82%	4.71%	3.10%	3.96%	3.19%	4.01%	3.38%	2.76%	2.22%	2.13%	2.87%	3.59%	4.29%
O-7	3.74%	3.74%	2.66%	2.66%	3.84%	3.44%	4.54%	3.64%	4.67%	3.98%	1.62%	0.32%	1.27%	2.19%	3.08%	3.94%	4.76%
O-6	0.66%	2.56%	1.02%	0.48%	2.11%	3.66%	5.11%	6.49%	7.80%	7.93%	4.16%	4.29%	5.19%	4.15%	5.04%	3.09%	3.93%
O-5	4.08%	6.15%	2.58%	2.11%	3.90%	5.56%	7.13%	7.61%	7.26%	6.45%	4.96%	4.13%	4.03%	3.75%	3.75%	3.75%	3.75%
O-4	3.99%	6.43%	1.93%	1.85%	3.90%	5.89%	6.83%	5.79%	5.07%	4.65%	4.26%	4.11%	4.11%	4.11%	4.11%	4.11%	4.11%
O-3	1.60%	4.79%	3.82%	4.18%	2.29%	2.20%	3.91%	3.45%	3.10%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%
O-2	3.79%	5.81%	4.72%	0.08%	0.69%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%
O-1	3.24%	4.93%	5.21%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%
Prior-Service Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	2.29%	2.20%	3.91%	3.45%	3.10%	3.01%	4.24%	5.57%	5.57%	5.57%	5.57%	5.57%	5.57%
OE-2	N/A	N/A	N/A	N/A	0.69%	1.65%	2.15%	1.90%	2.04%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%
OE-1	N/A	N/A	N/A	N/A	0.05%	-0.19%	0.52%	1.17%	1.75%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
Warrant Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.07%	3.98%	5.13%	3.82%	4.89%
W-4	3.75%	4.81%	3.40%	4.40%	4.58%	4.61%	4.62%	4.61%	3.64%	3.39%	3.48%	3.99%	4.06%	4.08%	5.20%	3.67%	4.71%
W-3	1.61%	2.86%	1.21%	2.40%	3.08%	4.28%	3.37%	2.87%	3.19%	3.46%	3.76%	4.17%	4.06%	4.01%	5.15%	5.06%	6.10%
W-2	1.71%	3.13%	1.74%	3.09%	3.33%	3.10%	2.78%	2.94%	3.11%	3.27%	3.39%	3.77%	3.91%	3.71%	4.86%	4.86%	4.66%
W-1	2.71%	4.37%	1.12%	2.63%	1.26%	3.19%	3.29%	3.40%	3.41%	3.48%	3.54%	3.88%	3.88%	3.88%	3.88%	3.88%	3.88%

Table 3-5. Three-year transition (1993 to 1994) RMC raise (Year:1 compare to 4.3 percent)

Enlisted Member RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.81%	4.02%	4.26%	4.42%	4.62%	4.83%	4.28%	5.04%	3.44%	4.16%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.64%	3.85%	3.99%	4.20%	4.31%	4.55%	4.85%	4.01%	4.96%	3.27%	4.15%
E-7	3.83%	4.67%	4.04%	4.22%	4.40%	4.40%	4.43%	4.48%	4.50%	4.46%	4.15%	4.12%	4.15%	4.43%	3.55%	4.76%	3.09%	4.20%
E-6	3.96%	4.93%	4.26%	4.47%	4.60%	4.60%	4.67%	4.72%	4.73%	4.31%	4.38%	4.12%	4.19%	4.19%	4.19%	4.19%	4.19%	4.19%
E-5	5.27%	6.34%	5.78%	5.96%	6.19%	6.19%	5.71%	5.72%	5.73%	5.28%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%
E-4	5.65%	6.86%	7.03%	7.07%	6.62%	6.62%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%
E-3	6.14%	7.43%	7.69%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%
E-2	10.06%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%
E-1	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%
E-1 <4	14.73%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Officer RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.37%	4.37%	4.15%	4.15%	4.86%	5.57%	5.57%	5.21%	5.89%	5.03%	5.69%	4.37%	5.06%	3.83%	4.43%	5.02%	3.87%	4.43%
O-9	4.37%	4.37%	4.38%	3.83%	4.50%	5.17%	5.17%	5.15%	5.81%	5.33%	5.97%	4.35%	5.03%	4.12%	4.70%	5.28%	3.90%	4.45%
O-8	4.38%	4.38%	4.31%	3.71%	4.40%	5.07%	5.07%	3.84%	4.48%	3.89%	4.51%	4.03%	3.56%	3.13%	3.05%	3.61%	4.18%	4.74%
O-7	4.38%	4.38%	3.61%	3.61%	4.43%	4.14%	4.14%	4.94%	4.27%	5.04%	4.51%	2.76%	1.84%	2.49%	3.15%	3.81%	4.47%	5.12%
O-6	2.55%	3.70%	2.68%	2.29%	3.33%	4.36%	4.36%	5.40%	6.43%	7.46%	7.60%	4.69%	4.79%	5.48%	4.68%	5.36%	3.85%	4.48%
O-5	4.74%	6.09%	3.72%	3.40%	4.57%	5.74%	5.74%	6.90%	7.29%	7.05%	6.43%	5.30%	4.63%	4.61%	4.40%	4.40%	4.40%	4.40%
O-4	4.72%	6.35%	3.33%	3.23%	4.61%	6.03%	6.03%	6.75%	5.98%	5.41%	5.10%	4.81%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%
O-3	3.27%	5.31%	4.62%	4.85%	3.50%	3.43%	3.43%	4.61%	4.26%	3.97%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%
O-2	4.76%	6.16%	5.35%	2.15%	2.50%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%
O-1	5.01%	6.16%	6.32%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%
Prior-Service Officer RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	3.49%	3.42%	3.42%	4.59%	4.24%	3.96%	3.89%	4.81%	5.87%	5.87%	5.87%	5.87%	5.87%	5.87%
OE-2	N/A	N/A	N/A	N/A	2.54%	3.14%	3.14%	3.45%	3.23%	3.31%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%
OE-1	N/A	N/A	N/A	N/A	2.32%	2.09%	2.09%	2.51%	2.88%	3.23%	3.29%	3.29%	3.29%	3.29%	3.29%	3.29%	3.29%	3.29%
Warrant Officer RMC		<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.68%	4.60%	5.50%	4.46%	5.31%
W-4	4.58%	5.28%	4.32%	4.99%	5.12%	5.12%	5.12%	5.11%	5.12%	4.41%	4.22%	4.27%	4.65%	4.70%	4.71%	5.56%	4.39%	5.20%
W-3	3.27%	4.05%	2.96%	3.70%	4.12%	4.94%	4.94%	4.29%	3.94%	4.12%	4.31%	4.51%	4.92%	4.74%	4.69%	5.56%	5.49%	6.33%
W-2	3.44%	4.30%	3.39%	4.21%	4.36%	4.18%	4.18%	3.94%	4.04%	4.13%	4.24%	4.29%	4.58%	4.67%	4.52%	5.37%	5.37%	5.37%
W-1	4.18%	5.20%	3.12%	4.06%	3.14%	4.32%	4.32%	4.36%	4.41%	4.41%	4.46%	4.47%	4.74%	4.74%	4.74%	4.74%	4.74%	4.74%

Table 3-5 (cont.). Three-year transition (1994 to 1995) RMC raise (Year 2: compare to 4.1 percent)

Enlisted Member RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.60%	3.81%	4.05%	4.22%	4.42%	4.65%	4.09%	4.85%	3.25%	3.97%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.42%	3.62%	3.78%	3.99%	4.10%	4.34%	4.47%	3.83%	4.77%	3.06%	3.96%
E-7	3.54%	4.39%	3.75%	3.91%	4.08%	4.12%	4.16%	4.19%	4.16%	3.85%	3.82%	3.86%	4.17%	3.28%	4.50%	2.81%	3.94%
E-6	3.40%	4.35%	3.70%	3.88%	4.02%	4.09%	4.15%	4.17%	3.77%	3.85%	3.60%	3.67%	3.67%	3.67%	3.67%	3.67%	3.67%
E-5	3.72%	4.78%	4.28%	4.45%	4.69%	4.27%	4.32%	4.35%	3.94%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%
E-4	3.18%	4.36%	4.58%	4.67%	4.31%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
E-3	2.45%	3.71%	4.06%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%
E-2	1.38%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%
E-1	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
Officer RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.16%	4.16%	3.95%	3.95%	4.65%	5.34%	4.99%	5.66%	4.82%	5.47%	4.16%	4.84%	3.62%	4.22%	4.80%	3.66%	4.22%
O-9	4.17%	4.17%	4.17%	3.62%	4.29%	4.96%	4.94%	5.58%	5.11%	5.73%	4.15%	4.81%	3.91%	4.49%	5.06%	3.69%	4.23%
O-8	4.17%	4.17%	4.11%	3.50%	4.19%	4.86%	3.63%	4.27%	3.68%	4.30%	3.82%	3.35%	2.92%	2.83%	3.40%	3.96%	4.52%
O-7	4.18%	4.18%	3.40%	3.40%	4.23%	3.93%	4.73%	4.07%	4.82%	4.31%	2.54%	1.57%	2.25%	2.93%	3.59%	4.25%	4.90%
O-6	2.32%	3.49%	2.46%	2.05%	3.12%	4.16%	5.18%	6.18%	7.16%	7.29%	4.49%	4.58%	5.26%	4.47%	5.14%	3.63%	4.28%
O-5	4.53%	5.86%	3.52%	3.19%	4.37%	5.51%	6.63%	7.00%	6.77%	6.19%	5.09%	4.48%	4.41%	4.19%	4.19%	4.19%	4.19%
O-4	4.51%	6.09%	3.11%	3.02%	4.39%	5.78%	6.43%	5.71%	5.19%	4.89%	4.59%	4.48%	4.48%	4.48%	4.48%	4.48%	4.48%
O-3	3.05%	5.09%	4.40%	4.63%	3.28%	3.22%	4.40%	4.05%	3.77%	3.65%	3.65%	3.65%	3.65%	3.65%	3.65%	3.65%	3.65%
O-2	4.51%	5.88%	5.10%	1.87%	2.24%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%
O-1	4.20%	5.34%	5.50%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
Prior-Service Officer RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	3.28%	3.22%	4.39%	4.04%	3.77%	3.69%	4.60%	5.63%	5.63%	5.63%	5.63%	5.63%	5.63%
OE-2	N/A	N/A	N/A	N/A	2.30%	2.91%	3.22%	3.01%	3.08%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%
OE-1	N/A	N/A	N/A	N/A	2.04%	1.81%	2.24%	2.63%	2.98%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%
Warrant Officer RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.47%	4.38%	5.27%	4.24%	5.09%
W-4	4.37%	5.06%	4.12%	4.79%	4.91%	4.92%	4.91%	4.91%	4.21%	4.02%	4.06%	4.43%	4.49%	4.49%	5.33%	4.17%	4.98%
W-3	3.06%	3.84%	2.75%	3.49%	3.93%	4.73%	4.09%	3.74%	3.93%	4.10%	4.30%	4.61%	4.53%	4.47%	5.32%	5.25%	6.07%
W-2	3.24%	4.10%	3.18%	4.00%	4.16%	3.97%	3.73%	3.84%	3.92%	4.04%	4.09%	4.36%	4.45%	4.30%	5.13%	5.13%	5.13%
W-1	3.93%	4.92%	2.85%	3.80%	2.87%	4.06%	4.11%	4.17%	4.16%	4.21%	4.22%	4.48%	4.48%	4.48%	4.48%	4.48%	4.48%

Table 3-5 (cont.). Three-year transition (1995 to 1996) RMC raise (Year 3: compare to 4.0 percent)

Enlisted Member RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.53%	3.75%	3.99%	4.15%	4.37%	4.56%	4.03%	4.78%	3.17%	3.90%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.36%	3.54%	3.72%	3.92%	4.04%	4.27%	4.39%	3.74%	4.69%	2.98%	3.88%
E-7	3.50%	4.36%	3.72%	3.86%	4.01%	4.04%	4.12%	4.14%	4.09%	3.78%	3.77%	3.80%	4.10%	3.21%	4.43%	2.72%	3.87%
E-6	3.36%	4.31%	3.63%	3.83%	3.97%	4.02%	4.10%	4.12%	3.72%	3.80%	3.57%	3.62%	3.62%	3.62%	3.62%	3.62%	3.62%
E-5	3.69%	4.74%	4.25%	4.41%	4.61%	4.21%	4.25%	4.28%	3.88%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%
E-4	3.18%	4.37%	4.54%	4.63%	4.27%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%
E-3	2.37%	3.66%	3.99%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%
E-2	1.27%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%
E-1	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%
Officer RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.08%	4.08%	3.87%	3.87%	4.57%	5.25%	4.91%	5.56%	4.74%	5.36%	4.08%	4.75%	3.53%	4.13%	4.71%	3.56%	4.13%
O-9	4.10%	4.10%	4.10%	3.54%	4.22%	4.87%	4.86%	5.48%	5.02%	5.63%	4.07%	4.72%	3.82%	4.40%	4.96%	3.60%	4.14%
O-8	4.09%	4.09%	4.03%	3.42%	4.11%	4.77%	3.55%	4.20%	3.60%	4.23%	3.74%	3.25%	2.81%	2.73%	3.31%	3.87%	4.43%
O-7	4.11%	4.11%	3.33%	3.33%	4.16%	3.86%	4.65%	3.99%	4.74%	4.23%	2.44%	1.42%	2.14%	2.83%	3.51%	4.17%	4.81%
O-6	2.22%	3.42%	2.36%	1.94%	3.04%	4.09%	5.09%	6.06%	7.00%	7.11%	4.40%	4.49%	5.15%	4.37%	5.04%	3.55%	4.19%
O-5	4.46%	5.75%	3.45%	3.10%	4.29%	5.41%	6.48%	6.84%	6.61%	6.06%	4.99%	4.39%	4.31%	4.09%	4.09%	4.09%	4.09%
O-4	4.45%	5.99%	3.03%	2.94%	4.31%	5.68%	6.36%	5.62%	5.11%	4.80%	4.50%	4.39%	4.39%	4.39%	4.39%	4.39%	4.39%
O-3	2.98%	5.01%	4.34%	4.56%	3.21%	3.13%	4.33%	3.97%	3.69%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%
O-2	4.44%	5.77%	5.03%	1.74%	2.12%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%
O-1	4.12%	5.24%	5.42%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%
Prior-Service Officer RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	3.22%	3.13%	4.32%	3.97%	3.69%	3.61%	4.52%	5.51%	5.51%	5.51%	5.51%	5.51%	5.51%
OE-2	N/A	N/A	N/A	N/A	2.19%	2.82%	3.15%	2.93%	3.00%	3.30%	3.30%	3.30%	3.30%	3.30%	3.30%	3.30%	3.30%
OE-1	N/A	N/A	N/A	N/A	1.94%	1.70%	2.12%	2.53%	2.91%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%
Warrant Officer RMC																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.37%	4.29%	5.17%	4.15%	4.98%
W-4	4.30%	4.98%	4.05%	4.70%	4.82%	4.83%	4.83%	4.82%	4.13%	3.93%	3.98%	4.34%	4.39%	4.39%	5.23%	4.06%	4.85%
W-3	2.99%	3.77%	2.67%	3.43%	3.86%	4.65%	4.02%	3.65%	3.85%	4.03%	4.23%	4.51%	4.42%	4.38%	5.21%	5.14%	5.93%
W-2	3.16%	4.02%	3.11%	3.95%	4.09%	3.91%	3.67%	3.76%	3.85%	3.95%	4.01%	4.26%	4.36%	4.20%	5.03%	5.03%	5.03%
W-1	3.86%	4.87%	2.77%	3.72%	2.78%	4.00%	4.05%	4.10%	4.09%	4.12%	4.15%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%

Table 3-6. Modified one-year transition (1993 to 1994) basic pay raise (Year 1: compare to 4.3 percent)

Enlisted Member Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.23%	4.17%	5.19%	5.88%	6.75%	7.64%	5.25%	8.45%	3.21%	4.66%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	2.55%	3.42%	4.15%	5.04%	5.55%	6.54%	7.04%	4.21%	8.26%	2.88%	4.69%
E-7	3.48%	7.80%	4.41%	5.12%	5.81%	5.92%	6.14%	6.21%	5.99%	4.53%	4.43%	4.57%	5.90%	3.36%	7.25%	2.40%	4.74%
E-6	2.97%	7.97%	4.34%	5.22%	5.79%	6.04%	6.29%	6.32%	4.39%	4.74%	3.62%	3.89%	3.89%	3.89%	3.89%	3.89%	3.89%
E-5	4.92%	10.61%	7.63%	8.35%	9.33%	7.09%	7.21%	7.30%	5.33%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%
E-4	2.47%	8.58%	9.45%	9.64%	7.59%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%
E-3	2.43%	5.22%	6.77%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%
E-2	0.72%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%
E-1	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%
E-1 <4	3.62%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	3.70%	3.70%	2.89%	2.89%	5.61%	8.33%	6.94%	9.56%	6.29%	8.77%	3.83%	6.39%	2.99%	4.08%	6.27%	3.11%	4.15%
O-9	3.62%	3.62%	3.67%	2.59%	4.15%	6.79%	6.72%	9.30%	7.40%	9.88%	3.70%	6.26%	2.86%	5.04%	7.22%	3.11%	4.13%
O-8	3.55%	3.55%	3.33%	2.26%	3.66%	6.39%	2.60%	4.08%	2.75%	4.23%	2.39%	2.33%	2.39%	2.32%	2.51%	3.04%	5.16%
O-7	3.39%	3.39%	2.40%	2.40%	3.68%	2.52%	5.81%	3.12%	6.22%	4.13%	1.56%	0.64%	1.49%	2.35%	2.79%	4.07%	6.60%
O-6	0.31%	2.04%	0.70%	0.27%	1.75%	3.12%	7.57%	12.02%	16.47%	16.94%	4.69%	5.14%	7.92%	4.72%	7.43%	2.80%	4.05%
O-5	4.31%	10.82%	2.00%	1.63%	3.83%	8.99%	14.15%	15.81%	14.64%	11.89%	7.11%	4.63%	4.34%	3.51%	3.51%	3.51%	3.51%
O-4	3.99%	11.71%	1.26%	1.26%	3.83%	10.01%	13.08%	9.65%	7.40%	6.14%	4.96%	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%
O-3	0.64%	6.43%	3.49%	4.59%	1.61%	1.59%	3.85%	2.49%	2.27%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%
O-2	3.36%	9.63%	6.14%	-0.53%	0.02%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%
O-1	1.71%	6.77%	7.58%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%
Prior-Service Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	1.61%	1.59%	3.85%	2.49%	2.27%	2.19%	4.86%	9.09%	9.09%	9.09%	9.09%	9.09%	9.09%
OE-2	N/A	N/A	N/A	N/A	0.02%	0.93%	1.43%	1.23%	1.41%	1.85%	1.85%	1.85%	1.85%	1.85%	1.85%	1.85%	1.85%
OE-1	N/A	N/A	N/A	N/A	-0.83%	-0.92%	-0.23%	0.37%	0.93%	1.11%	1.11%	1.11%	1.11%	1.11%	1.11%	1.11%	1.11%
Warrant Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.45%	4.15%	7.66%	3.69%	6.97%
W-4	3.27%	6.50%	2.26%	5.26%	5.84%	5.91%	5.93%	5.96%	3.05%	2.32%	2.57%	4.16%	4.43%	4.47%	7.90%	3.71%	6.45%
W-3	0.53%	1.71%	0.29%	1.39%	2.06%	4.89%	2.19%	2.04%	2.19%	2.48%	3.36%	4.70%	4.40%	4.24%	7.74%	7.47%	10.84%
W-2	0.45%	1.79%	0.58%	1.82%	2.10%	1.97%	1.75%	1.97%	2.15%	2.28%	2.25%	3.48%	3.92%	3.35%	6.81%	6.81%	6.81%
W-1	1.03%	4.91%	-0.19%	1.24%	0.08%	1.92%	2.10%	2.17%	2.25%	2.50%	2.66%	3.81%	3.81%	3.81%	3.81%	3.81%	3.81%

Table 3-6 (cont.). Modified one-year transition (1994 to 1994) basic pay raise (Year 2: compare to 4.1 percent)

Enlisted Member Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.63%	4.10%
E-8	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.26%	4.10%
E-7	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.74%	4.10%	4.10%
E-6	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
E-5	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
E-4	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
E-3	2.22%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
E-2	0.39%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%
E-1	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%
E-1 <4	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	3.07%	4.10%
O-9	4.10%	4.10%	4.10%	3.02%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	3.08%	4.10%
O-8	4.10%	4.10%	4.10%	2.76%	4.10%	4.10%	3.04%	4.10%	3.16%	4.10%	4.10%	2.40%	2.43%	2.33%	2.50%	4.10%	4.10%
O-7	4.10%	4.10%	3.03%	3.03%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	1.97%	0.63%	1.52%	2.40%	2.83%	4.10%	4.10%
O-6	1.22%	3.04%	1.53%	0.99%	2.56%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.85%	4.10%
O-5	4.10%	4.10%	3.08%	2.61%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
O-4	4.10%	4.10%	2.51%	2.41%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
O-3	2.34%	4.10%	4.10%	4.10%	2.85%	2.76%	4.10%	4.10%	3.30%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%
O-2	4.10%	4.10%	4.10%	0.82%	1.38%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%
O-1	4.10%	4.10%	4.10%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%
Prior-Service Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	4.10%	4.10%	4.10%	4.10%	2.85%	2.76%	4.10%	4.10%	3.30%	3.14%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
OE-2	4.10%	4.10%	4.10%	4.10%	1.38%	2.28%	2.75%	2.48%	2.61%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%
OE-1	4.10%	4.10%	4.10%	4.10%	0.88%	0.62%	1.29%	1.37%	2.41%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%
Warrant Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
W-4	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
W-3	2.38%	3.60%	1.95%	3.10%	3.76%	4.10%	4.10%	3.50%	3.59%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
W-2	2.59%	3.98%	2.56%	3.86%	4.06%	3.82%	3.47%	3.63%	3.76%	3.79%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
W-1	3.69%	4.10%	2.03%	3.53%	2.13%	3.96%	4.03%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%



Table 3-6 (cont.). Modified one-year transition (1995 to 1996) basic pay raise (Year 3: compare to 4.0 percent)

Enlisted Member Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-8	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-7	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-6	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-5	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-4	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-3	2.05%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-2	0.13%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-1	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%
E-1 <4	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-9	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-8	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-7	4.00%	4.00%	2.92%	2.92%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	1.82%	0.42%	2.31%	2.19%	4.00%	4.00%	4.00%
O-6	1.04%	2.94%	1.37%	0.80%	2.43%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-5	4.00%	4.00%	2.97%	2.49%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-4	4.00%	4.00%	2.39%	2.28%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-3	2.20%	4.00%	4.00%	4.00%	2.73%	2.66%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-2	4.00%	4.00%	4.00%	4.00%	1.21%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%
O-1	4.00%	4.00%	4.00%	4.00%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%
Prior-Service Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	4.00%	4.00%	4.00%	4.00%	2.73%	2.66%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
OE-2	4.00%	4.00%	4.00%	4.00%	1.21%	2.15%	2.62%	2.34%	2.47%	2.32%	2.92%	2.92%	2.92%	2.92%	2.92%	2.92%	2.92%
OE-1	4.00%	4.00%	4.00%	4.00%	0.70%	0.39%	1.09%	1.72%	2.29%	2.40%	2.40%	2.40%	2.40%	2.40%	2.40%	2.40%	2.40%
Warrant Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-4	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-3	2.26%	3.52%	1.81%	2.98%	3.65%	4.00%	4.00%	3.40%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-2	2.46%	3.87%	2.44%	3.76%	4.00%	3.73%	3.36%	3.51%	3.67%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-1	3.58%	4.00%	1.90%	3.41%	2.00%	3.87%	3.92%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%

Table 3-7. Modified one-year transition (1993 to 1994) RMC raise (Year 1: compare to 4.3 percent)

Enlisted Member Basic Pay													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.83%	3.48%	4.20%	4.69%	5.32%	5.97%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	2.30%	2.89%	3.39%	4.00%	4.37%	5.07%	5.44%
E-7	2.84%	5.40%	3.44%	3.89%	4.35%	4.45%	4.63%	4.70%	4.59%	3.66%	3.61%	3.72%	4.62%
E-6	2.72%	5.58%	3.54%	4.09%	4.47%	4.65%	4.84%	4.90%	3.69%	3.93%	3.20%	3.39%	3.39%
E-5	4.67%	7.91%	6.28%	6.75%	7.39%	6.06%	6.17%	6.25%	4.99%	4.70%	4.70%	4.70%	4.70%
E-4	4.02%	7.52%	8.17%	8.34%	7.10%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%
E-3	5.15%	6.80%	7.69%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%
E-2	8.00%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%
E-1	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%
E-1 <4	14.14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Officer Basic Pay													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	4.51%	4.51%	3.86%	3.86%	5.98%	8.11%	7.02%	9.08%	6.50%	8.48%	4.50%	6.57%	3.78%
O-9	4.53%	4.53%	4.55%	3.70%	4.90%	6.92%	6.86%	8.83%	7.38%	9.30%	4.46%	6.48%	3.76%
O-8	4.53%	4.53%	4.34%	3.53%	4.58%	6.62%	3.72%	4.84%	3.76%	4.93%	3.48%	3.39%	2.76%
O-7	4.55%	4.55%	3.78%	3.78%	4.70%	3.81%	6.22%	4.22%	6.51%	4.93%	2.91%	2.13%	2.79%
O-6	2.78%	3.93%	2.89%	2.50%	3.53%	4.49%	7.59%	10.69%	13.80%	14.19%	5.47%	5.78%	7.85%
O-5	5.62%	9.69%	3.96%	3.62%	5.11%	8.61%	12.10%	13.27%	12.55%	10.70%	7.30%	5.47%	5.24%
O-4	5.56%	10.44%	3.52%	3.42%	5.20%	9.47%	11.65%	9.25%	7.63%	6.70%	5.80%	5.48%	5.48%
O-3	3.52%	7.33%	5.25%	5.94%	3.71%	3.62%	5.24%	4.17%	3.94%	3.76%	3.76%	3.76%	3.76%
O-2	5.61%	9.81%	7.40%	2.39%	2.73%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%
O-1	5.22%	8.69%	9.21%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%
Prior-Service Officer Basic Pay													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
OE-3	N/A	N/A	N/A	N/A	3.68%	3.60%	5.19%	4.14%	3.92%	3.81%	5.82%	9.00%	9.00%
OE-2	N/A	N/A	N/A	N/A	2.77%	3.38%	3.68%	3.46%	3.53%	3.81%	3.81%	3.81%	3.81%
OE-1	N/A	N/A	N/A	N/A	2.61%	2.39%	2.79%	3.15%	3.48%	3.54%	3.54%	3.54%	3.54%
Warrant Officer Basic Pay													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5.45%
W-4	5.13%	7.24%	4.37%	6.38%	6.76%	6.78%	6.76%	6.76%	4.64%	4.06%	4.20%	5.33%	5.51%
W-3	3.47%	4.24%	3.15%	3.89%	4.32%	6.22%	4.29%	4.10%	4.16%	4.32%	4.92%	5.86%	5.61%
W-2	3.68%	4.53%	3.60%	4.42%	4.55%	4.38%	4.14%	4.23%	4.31%	4.34%	4.27%	5.12%	5.40%
W-1	4.47%	6.92%	3.37%	4.32%	3.37%	4.54%	4.59%	4.57%	4.55%	4.68%	4.74%	5.53%	5.53%

Table 3-7 (cont.). Modified one-year transition (1994 to 1995) RMC raise (Year 2: compare to 4.1 percent)

Enlisted Member Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E 9	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	2 81%	4 10%
E 8	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	2 53%	4 10%
E 7	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	2 88%	4 10%	2 15%	4 10%
E 6	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
E 5	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
E 4	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
E 3	2 49%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
E 2	1 42%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%	2 37%
E 1	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%	1 90%
E 1 <4	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O 10	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	3 16%	4 10%
O 9	4 10%	4 10%	4 10%	3 16%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	3 18%	4 10%
O 8	4 10%	4 10%	4 10%	2 97%	4 10%	4 10%	3 17%	4 10%	3 25%	4 10%	4 10%	2 66%	2 01%	1 87%	2 73%	4 10%	4 10%
O 7	4 10%	4 10%	3 18%	3 18%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	2 36%	1 32%	2 00%	2 67%	4 10%	4 10%	4 10%
O 6	2 03%	3 20%	2 19%	1 79%	2 86%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	3 01%	4 10%
O 5	4 10%	4 10%	3 22%	2 90%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
O 4	4 10%	4 10%	2 82%	2 73%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
O 3	2 68%	4 10%	4 10%	4 10%	2 97%	2 91%	4 10%	4 10%	3 29%	3 12%	3 12%	3 12%	3 12%	3 12%	3 12%	3 12%	3 12%
O 2	4 10%	4 10%	4 10%	1 49%	1 88%	2 52%	2 52%	2 52%	2 52%	2 52%	2 52%	2 52%	2 52%	2 52%	2 52%	2 52%	2 52%
O 1	4 10%	4 10%	4 10%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%	1 50%
Prior Service Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE 3	4 10%	4 10%	4 10%	4 10%	2 99%	2 93%	4 10%	4 10%	3 30%	3 19%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
OE 2	4 10%	4 10%	4 10%	4 10%	1 95%	2 56%	2 89%	2 69%	2 77%	3 08%	3 08%	3 08%	3 08%	3 08%	3 08%	3 08%	3 08%
OE 1	4 10%	4 10%	4 10%	4 10%	1 61%	1 40%	1 84%	2 24%	2 61%	2 68%	2 68%	2 68%	2 68%	2 68%	2 68%	2 68%	2 68%
Warrant Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W 5	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
W 4	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
W 3	2 71%	3 49%	2 42%	3 17%	3 60%	4 10%	4 10%	3 44%	3 50%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
W 2	2 84%	3 70%	2 81%	3 64%	3 77%	3 62%	3 40%	3 50%	3 59%	3 62%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
W 1	3 46%	4 10%	2 42%	3 37%	2 46%	3 67%	3 74%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%

Table 3-7 (cont.). Modified one-year transition (1995 to 1996) RMC raise (Year 3: compare to 4.0 percent)

Enlisted Member Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-8	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-7	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-6	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-5	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-4	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-3	2.40%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-2	1.29%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-1	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%	1.84%
E-1 <4	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-9	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-8	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-7	4.00%	4.00%	3.12%	3.12%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	2.26%	1.18%	1.89%	2.58%	4.00%	4.00%	4.00%
O-6	1.94%	3.15%	2.10%	1.68%	2.78%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-5	4.00%	4.00%	3.16%	2.83%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-4	4.00%	4.00%	2.74%	2.66%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-3	2.61%	4.00%	4.00%	4.00%	2.90%	2.85%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
O-2	4.00%	4.00%	4.00%	1.38%	1.77%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%
O-1	4.00%	4.00%	4.00%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%	1.38%
Prior Service Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	4.00%	4.00%	4.00%	4.00%	2.92%	2.86%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
OE-2	4.00%	4.00%	4.00%	4.00%	1.85%	2.48%	2.81%	2.60%	2.68%	3.01%	3.01%	3.01%	3.01%	3.01%	3.01%	3.01%	3.01%
OE-1	4.00%	4.00%	4.00%	4.00%	1.52%	1.27%	1.72%	2.14%	2.53%	2.60%	2.60%	2.60%	2.60%	2.60%	2.60%	2.60%	2.60%
Warrant Officer Basic Pay																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-4	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-3	2.65%	3.44%	2.34%	3.10%	3.53%	4.00%	4.00%	3.37%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-2	2.77%	3.64%	2.75%	3.59%	4.00%	3.57%	3.33%	3.44%	3.55%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
W-1	3.40%	4.00%	2.34%	3.30%	2.38%	3.62%	3.67%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%

pay table to the proposed pay rates as quickly as possible while minimizing negative impacts on service members. Although it significantly reduces the save-pay requirements over the one-year option, it nonetheless, costs considerably more.

### SPECIAL CONSIDERATIONS

Even applying multi-year transitions to selected pay cells could leave some members decidedly less well off. This is the case for members near the 26-YOS point. They may be anticipating and planning for retirement based on the extremely large longevity raise in the current pay table. While the magnitude of this raise makes no sense today, members near it should not lose the raise just because the pay table is being restructured. The most equitable solution is to simply delay the proposed change in the over-26 raise for two years. This will ensure that any current member with 24 or more years of service will be able to achieve the full anticipated level of the current over-26 raise. Any member with less than 24 years of service will realize the full value of the new over-24 longevity raise and essentially have been better off during the transition to the structure of the new pay table.

### COSTS

Cost estimates were made for each of the QRMC proposals using 1994 as the base year. We used the projected pay raises for FY 1994 through FY 1996 in developing the estimates. To facilitate comparing the various transition options, we used the FY 1994 projected force strength and held it constant for FY 1995 and FY 1996. Table 3-8 shows the estimated costs for a one-, two-, and three-year transitions, as well as the modified one-year transition.

Separate costs are shown for the combined components of RMC and the total of all QRMC proposals including Special and Incentive Pays and Continental United States Cost of Living Allowance (CONUS COLA). The FY 1994 costs reflect a 1 January 1994 start in conjunction with the

**Table 3-8. Cost Summary (in \$ million)**

		Base Year	1994	1995	1996
One-Year	Pay Table	117	88	122	127
	Save Pay	50	37	14	0
	BAS	95	71	96	100
	Floor	135	101	136	142
	Total RMC	397	298	368	369
Modified One-Year	Pay Table	364	273	238	127
	Save Pay	2	1	0	0
	BAS	95	71	96	100
	Floor	135	101	136	142
	Total RMC	596	447	470	368
Two-Year	Pay Table	60	45	122	127
	Save Pay	4	3	6	0
	BAS	47	35	96	100
	Floor	135	101	136	142
	Total RMC	246	184	361	369
Three-Year	Pay Table	40	30	83	127
	Save Pay	0	0	0	0
	BAS	32	24	64	100
	Floor	135	101	136	142
	Total RMC	207	155	283	369
CONUS COLA		140	105	141	147
S & I		30	23	30	32
Totals		Base Year	1994	1995	1996
One-Year		567	425	540	547
Modified One-Year		766	575	642	547
Two-Year		416	312	533	547
Three-Year		377	283	455	547

annual pay raise. Note that while the save-pay costs are small in the modified one-year option, this is by far the most expensive option. Practically no savings are realized in the pay table during the first year, because the option was developed to disadvantage the absolute minimum number of service members. The additional \$150 million cost above the straight one-year option ensures that virtually every member will get a pay raise on 1 January 1994.

## PROS AND CONS OF TRANSITION OPTIONS

We present the options as a menu of feasible choices and compare the alternatives on their ability to hold members harmless, control cost, and minimize disruption to the annual pay adjustment process. Our transition options differ in three crucial ways as shown in Table 3-9.

**Table 3-9. Transition Criteria**

Transition Alternative	Adverse Impact on Current Members	Cost	Disruption
One-Year	Moderate	Moderate	Low
Modified One-year	Low	High	Low
Two-Year	Moderate	Moderate	Moderate
Three-Year	Low	Low	High

The modified one-year option is by far the most expensive. The two-year option would cost less than the one-year plan, but still more than the three-year option. Although the three-year option is the least expensive transition plan, it takes the longest to achieve the benefits of the new structure and keeps the system in a state of flux the longest.

All of the options rely on the annual pay adjustment process. The mathematical adjustments in the pay table require an overall annual increase of at least three percent. Any lower level will not provide the range of values necessary to adjust all individual pay cells. Recent economic trends indicate that the ECI may drop below three percent in the near future. If that should happen while we are in the middle of a multi-year transition, it could result in a malaligned pay table with an incomplete, intermediate structure.

The 7<sup>th</sup> QRMC recommends that the one-year transition be used to implement our near-term proposals. The value of completing the transition in a single year outweighs the costs. All disruption and turbulence will be put behind us within a few months, with no possibility of the plan being derailed in a subsequent transition year.

## SUMMARY

It is feasible to implement our near-term recommendations beginning in January 1994. Transition options ranging from one to three years in length have been developed to control costs and prevent current members from experiencing pay cuts. They differ in three ways that are important for policy-makers: cost, adverse effects on members, and disruption of the normal pay adjustment process. Generally, longer transitions to new pay elements have lower costs and less impact on current members, but entail the greatest disruption to the pay process. The 7<sup>th</sup> QRMC recommends the one-year transition plan.

## INTEGRATION AND TRANSITION

### APPENDIX A—ONE-YEAR TRANSITION

Table A-1. Enlisted members 1994 basic pay raise comparison (one-year transition) . . . . .	A-2
Table A-2. Officers 1994 basic pay raise comparison (one-year transition) . . . . .	A-3
Table A-3. Prior-service and warrant officers 1994 basic pay raise comparison (one-year transition) . . . . .	A-4
Table A-4. Enlisted members 1994 RMC raise comparison (one-year transition) . . . . .	A-5
Table A-5. Officers 1994 RMC raise comparison (one-year transition) . . . . .	A-6
Table A-6. Prior-service and warrant officers 1994 RMC raise comparison (one-year transition) . . . . .	A-7

Table A-1. Enlisted members 1994 basic pay raise comparison (one-year transition)

1993 Current Basic Pay Table																
<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	2443	2498	2555	2613	2672	2723	2866	2866	3145	3145
E-8	0	0	0	0	0	2049	2107	2163	2219	2278	2330	2387	2527	2527	2809	2809
E-7	1430	1430	1544	1657	1714	1768	1825	1882	1967	2023	2079	2106	2247	2247	2527	2527
E-6	1231	1231	1341	1457	1511	1565	1623	1707	1760	1817	1845	1845	1845	1845	1845	1845
E-5	1080	1080	1175	1286	1371	1427	1483	1538	1565	1565	1565	1565	1565	1565	1565	1565
E-4	1007	1007	1064	1128	1261	1261	1261	1261	1261	1261	1261	1261	1261	1261	1261	1261
E-3	949	949	1001	1041	1041	1041	1041	1041	1041	1041	1041	1041	1041	1041	1041	1041
E-2	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913
E-1	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815
E-1 <4	754	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed Basic Pay Table																
<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	2522	2602	2687	2767	2852	2932	3017	3108	3200	3291
E-8	0	0	0	0	0	2101	2179	2252	2331	2404	2482	2555	2634	2736	2838	2940
E-7	1480	1542	1612	1754	1815	1877	1938	1995	2056	2113	2174	2230	2292	2410	2529	2647
E-6	1267	1329	1400	1541	1602	1664	1726	1782	1844	1883	1916	1916	1916	1916	1916	1916
E-5	1133	1194	1265	1406	1488	1529	1591	1619	1642	1642	1642	1642	1642	1642	1642	1642
E-4	1032	1094	1164	1305	1367	1367	1367	1367	1367	1367	1367	1367	1367	1367	1367	1367
E-3	937	998	1069	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140	1140
E-2	854	915	915	915	915	915	915	915	915	915	915	915	915	915	915	915
E-1	781	781	781	781	781	781	781	781	781	781	781	781	781	781	781	781
1994 Basic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise)																
<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	3.23%	4.17%	5.19%	5.88%	6.75%	7.64%	5.25%	8.45%	1.75%	4.66%
E-8	N/A	N/A	N/A	N/A	N/A	2.55%	3.42%	4.15%	5.04%	5.55%	6.54%	7.04%	4.21%	8.26%	1.05%	4.69%
E-7	3.48%	7.80%	4.41%	5.81%	5.92%	6.14%	6.21%	5.99%	4.53%	4.43%	4.57%	5.90%	1.99%	7.25%	0.06%	4.74%
E-6	2.97%	7.97%	4.34%	5.79%	6.04%	6.29%	6.32%	4.38%	4.74%	3.62%	3.89%	3.89%	3.89%	3.89%	3.89%	3.89%
E-5	4.92%	10.61%	7.63%	9.33%	7.09%	8.40%	7.30%	5.33%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%
E-4	2.47%	8.58%	9.45%	7.59%	8.40%	9.48%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%
E-3	-1.30%	5.22%	6.77%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%
E-2	-6.50%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%
E-1	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%	-4.16%
E-1 <4	3.62%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A



Table A-2. Officers 1994 basic pay raise comparison (one-year transition)

1993 Current Basic Pay Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	6655	6655	6889	6889	6889	6889	7154	7154	7550	7550	8090	8090
O-9	5898	5898	6053	6182	6182	6182	6339	6339	6602	6602	7154	7154
O-8	5342	5342	5502	5633	5633	5633	6053	6053	6339	6339	6602	6602
O-7	4439	4439	4741	4741	4741	4953	4953	5240	5240	5502	6053	6053
O-6	3290	3290	3615	3652	3652	3652	3852	3852	3852	3983	4612	4612
O-5	2631	2631	3089	3303	3303	3303	3303	3403	3587	3627	4113	4349
O-4	2218	2218	2701	2881	2881	2935	3064	3273	3457	3615	3773	3878
O-3	2061	2061	2305	2464	2726	2856	2959	3119	3273	3353	3353	3353
O-2	1797	1797	1963	2358	2438	2488	2488	2488	2488	2488	2488	2488
O-1	1561	1561	1622	1963	1963	1963	1963	1963	1963	1963	1963	1963
1994 Proposed Basic Pay Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	6901	6901	7088	7088	7276	7463	7650	7837	8025	8212	8400	8607
O-9	6112	6112	6275	6275	6438	6602	6765	6928	7091	7255	7418	7601
O-8	5532	5532	5685	5685	5839	5993	6146	6299	6453	6607	6760	6934
O-7	4589	4589	4752	4752	4915	5078	5241	5404	5567	5730	5893	6076
O-6	3116	3287	3458	3629	3801	3972	4143	4315	4486	4657	4829	5097
O-5	2745	2916	3087	3259	3430	3600	3771	3941	4112	4282	4406	4550
O-4	2306	2478	2649	2820	2992	3228	3465	3589	3713	3837	3961	4054
O-3	2002	2194	2385	2577	2701	2825	3073	3197	3321	3388	3388	3388
O-2	1858	1970	2083	2196	2309	2421	2421	2421	2421	2421	2421	2421
O-1	1587	1686	1745	1824	1824	1824	1824	1824	1824	1824	1824	1824
Basic Pay Table, cell-by-cell comparison (compare to a 4.3 percent raise)												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	3.70%	3.70%	2.89%	2.89%	5.61%	8.33	6.94%	9.56%	6.29%	8.77%	3.83%	6.39%
O-9	3.62%	3.62%	3.67%	1.51%	4.15%	6.79%	6.72%	9.30%	7.40%	9.88%	3.70%	6.26%
O-8	3.55%	3.55%	3.33%	0.93%	3.66%	6.39%	1.55%	4.08%	1.80%	4.23%	2.39%	0.64%
O-7	3.39%	3.39%	0.25%	0.25%	3.68%	2.52%	5.81%	3.12%	6.22%	4.13%	-2.64%	-6.08%
O-6	-5.31%	-0.10%	-4.33%	-5.77%	-1.32%	3.12%	7.57%	12.02%	16.47%	16.94%	4.69%	5.14%
O-5	4.31%	10.82%	-0.07%	-1.35%	3.83%	8.99%	14.15%	15.81%	14.64%	11.89%	7.11%	4.63%
O-4	3.99%	11.71%	-1.92%	-2.11%	3.83%	10.01%	13.08%	9.65%	7.40%	6.14%	4.96%	4.56%
O-3	-2.87%	6.43%	3.49%	4.59%	-0.92%	-1.10%	3.85%	2.49%	1.46%	1.04%	1.04%	1.04%
O-2	3.36%	9.63%	6.14%	-6.89%	-5.29%	-2.69%	-2.69%	-2.69%	-2.69%	-2.69%	-2.69%	-2.69%
O-1	1.71%	6.77%	7.58%	-7.06%	-7.06%	-7.06%	-7.06%	-7.06%	-7.06%	-7.06%	-7.06%	-7.06%

Table A-3. Prior-service and warrant officers 1994 basic pay raise comparison (one-year transition)

1993 Current Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2726	2856	2959	3119	3273	3403	3403	3403	3403	3403	3403	3403	3403
OE-2	0	0	0	0	2438	2488	2567	2701	2804	2881	2881	2881	2881	2881	2881	2881	2881
OE-1	0	0	0	0	1963	2097	2174	2253	2331	2438	2438	2438	2438	2438	2438	2438	2438
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3584	3720	3720	3989	3989
W-4	2100	2100	2253	2253	2305	2409	2516	2621	2804	2935	3038	3119	3220	3327	3327	3587	3587
W-3	1909	1909	2070	2070	2097	2121	2277	2409	2488	2567	2644	2726	2832	2935	2935	3038	3038
W-2	1672	1672	1808	1808	1861	1963	2070	2149	2228	2305	2386	2464	2541	2644	2644	2644	2644
W-1	1393	1393	1597	1597	1730	1808	1886	1963	2044	2121	2201	2277	2277	2277	2277	2277	2277
1994 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2701	2825	3073	3197	3321	3445	3569	3713	3713	3713	3713	3713	3713
OE-2	0	0	0	0	2309	2421	2534	2647	2759	2872	2872	2872	2872	2872	2872	2872	2872
OE-1	0	0	0	0	1824	1937	2049	2162	2275	2387	2387	2387	2387	2387	2387	2387	2387
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3743	3874	4005	4136	4266
W-4	2169	2237	2304	2372	2439	2552	2665	2777	2890	3003	3116	3248	3362	3476	3590	3704	3818
W-3	1853	1921	1988	2056	2124	2225	2327	2428	2529	2631	2732	2854	2957	3059	3162	3264	3367
W-2	1628	1695	1763	1831	1898	1988	2079	2169	2259	2349	2439	2549	2641	2732	2824	2824	2824
W-1	1394	1461	1529	1596	1664	1836	1921	2005	2090	2174	2259	2363	2363	2363	2363	2363	2363
Basic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	-0.92%	-1.10%	3.85%	2.49%	1.46%	1.22%	4.86%	9.09%	9.09%	9.09%	9.09%	9.09%	9.09%
OE-2	N/A	N/A	N/A	N/A	-5.29%	-2.69%	-1.30%	-2.01%	-1.60%	-0.32%	-0.32%	-0.32%	-0.32%	-0.32%	-0.32%	-0.32%	-0.32%
OE-1	N/A	N/A	N/A	N/A	-7.06%	-7.65%	-5.75%	-4.03%	-2.43%	-2.06%	-2.06%	-2.06%	-2.06%	-2.06%	-2.06%	-2.06%	-2.06%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.45%	4.15%	7.66%	3.69%	6.97%
W-4	3.27%	6.50%	2.26%	5.26%	5.84%	5.91%	5.93%	5.96%	3.05%	2.32%	2.57%	4.16%	4.43%	4.47%	7.90%	3.27%	6.45%
W-3	-2.91%	0.64%	-3.96%	-0.68%	1.27%	4.89%	2.19%	0.77%	1.65%	2.48%	3.36%	4.70%	4.40%	4.24%	7.74%	7.47%	10.84%
W-2	-2.62%	1.42%	-2.50%	1.23%	2.00%	1.31%	0.41%	0.92%	1.40%	1.93%	2.25%	3.48%	3.92%	3.35%	6.81%	6.81%	6.81%
W-1	0.06%	4.91%	-4.28%	-0.04%	-3.83%	1.54%	1.85%	2.17%	2.25%	2.50%	2.66%	3.81%	3.81%	3.81%	3.81%	3.81%	3.81%

Table A-4. Enlisted members 1994 RMC raise comparison (one-year transition)

1993 Current RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3577	3631	3688	3747	3805	3857	4000	4000	4278	4279
E-8	0	0	0	0	0	0	3108	3167	3222	3278	3337	3389	3447	3587	3587	3868	3868
E-7	2421	2421	2535	2592	2649	2705	2760	2816	2873	2938	3014	3070	3097	3239	3239	3519	3519
E-6	2147	2147	2258	2314	2373	2428	2482	2540	2623	2677	2734	2761	2761	2761	2761	2761	2761
E-5	1899	1899	1995	2052	2106	2190	2246	2302	2357	2385	2385	2385	2385	2385	2385	2385	2385
E-4	1710	1710	1766	1829	1918	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964
E-3	1600	1600	1653	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692
E-2	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486
E-1	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349
E-1 <4	1270	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3678	3758	3843	3922	4008	4087	4173	4264	4356	4447
E-8	0	0	0	0	0	0	3180	3258	3331	3410	3483	3581	3634	3713	3815	3917	4019
E-7	2490	2552	2623	2693	2764	2825	2887	2949	3005	3067	3123	3185	3241	3302	3421	3539	3657
E-6	2206	2267	2338	2408	2479	2541	2602	2664	2720	2782	2821	2855	2855	2855	2855	2855	2855
E-5	1988	2049	2120	2191	2261	2323	2385	2446	2475	2497	2497	2497	2497	2497	2497	2497	2497
E-4	1779	1840	1911	1981	2052	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114
E-3	1647	1709	1780	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850
E-2	1539	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600
E-1	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.83%	3.48%	4.20%	4.69%	5.32%	5.97%	4.32%	6.61%	1.60%	3.94%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	2.30%	2.89%	3.39%	4.00%	4.37%	5.07%	5.44%	3.51%	6.36%	1.26%	3.91%
E-7	2.84%	5.40%	3.44%	3.89%	4.47%	4.45%	4.63%	4.70%	4.58%	3.66%	3.81%	3.72%	4.62%	1.97%	5.62%	0.58%	3.94%
E-6	2.72%	5.58%	3.54%	4.09%	4.47%	4.65%	4.84%	4.90%	3.69%	3.83%	3.20%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%
E-5	4.67%	7.91%	6.28%	6.75%	7.39%	6.06%	6.17%	6.25%	4.99%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%
E-4	4.02%	7.62%	8.17%	8.34%	7.10%	7.53%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%
E-3	2.94%	6.80%	7.69%	8.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%
E-2	3.56%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%
E-1	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%
E-1 <4	14.14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Table A-5. Officers 1994 RMC raise comparison (one-year transition)

1993 Current RMC Table													
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18
O-10	8589	8589	8823	8823	8823	8823	8823	9087	9087	9483	9483	10023	10023
O-9	7817	7817	7972	8101	8101	8101	8101	8258	8258	8522	8522	9073	9073
O-8	7221	7221	7381	7512	7512	7512	7512	7931	7931	8218	8218	8481	8481
O-7	6294	6294	6595	6595	6595	6595	6595	6808	6808	7095	7095	7907	7907
O-6	4960	4960	5284	5521	5521	5521	5521	5521	5521	5652	5652	6282	6282
O-5	4206	4206	4664	4878	4878	4878	4878	4878	4878	5161	5161	5688	5688
O-4	3512	3512	3995	4175	4175	4175	4229	4358	4567	4751	4909	5068	5172
O-3	3133	3133	3377	3536	3798	3928	3928	4031	4191	4345	4426	4426	4426
O-2	2587	2587	2852	3248	3327	3377	3377	3377	3377	3377	3377	3377	3377
O-1	2274	2274	2336	2676	2676	2676	2676	2676	2676	2676	2676	2676	2676
1994 Proposed RMC Table													
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18
O-10	8976	8976	9163	9163	9350	9350	9350	9725	9912	10100	10287	10474	10682
O-9	8171	8171	8334	8334	8497	8497	8497	8824	8987	9151	9314	9478	9661
O-8	7548	7548	7702	7702	7855	7855	7855	8162	8316	8469	8623	8776	8950
O-7	6580	6580	6743	6743	6906	6906	6906	7231	7394	7557	7720	7883	8066
O-6	4912	4912	5084	5255	5598	5598	5598	5940	6112	6283	6454	6625	6894
O-5	4442	4442	4785	4956	5128	5128	5298	5468	5639	5809	5980	6103	6248
O-4	3707	3707	3879	4050	4221	4393	4629	4866	4990	5114	5238	5362	5455
O-3	3171	3171	3363	3544	3870	3994	3994	4242	4366	4490	4557	4557	4557
O-2	2837	2950	3063	3175	3288	3401	3401	3401	3401	3401	3401	3401	3401
O-1	2393	2472	2551	2630	2630	2630	2630	2630	2630	2630	2630	2630	2630
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)													
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18
O-10	4.51%	4.51%	3.86%	3.86%	5.98%	5.98%	8.11%	7.02%	9.08%	6.50%	8.48%	4.50%	6.57%
O-9	4.53%	4.53%	4.55%	2.88%	4.90%	4.90%	6.92%	6.86%	8.83%	7.38%	9.30%	4.46%	6.48%
O-8	4.53%	4.53%	4.34%	2.53%	4.58%	4.58%	6.62%	2.91%	4.84%	3.06%	4.93%	3.48%	2.07%
O-7	4.55%	4.55%	2.23%	2.23%	4.70%	4.70%	3.83%	6.22%	4.22%	6.51%	4.93%	-0.31%	-3.10%
O-6	-0.95%	2.50%	-0.55%	-1.72%	1.39%	1.39%	4.49%	7.59%	10.69%	13.80%	14.19%	5.47%	5.78%
O-5	5.62%	9.69%	2.59%	1.60%	5.11%	5.11%	8.61%	12.10%	13.27%	12.55%	10.70%	7.30%	5.47%
O-4	5.56%	10.44%	1.37%	1.10%	5.20%	5.20%	9.47%	11.65%	9.25%	7.63%	6.70%	5.80%	5.48%
O-3	1.21%	7.33%	5.25%	5.94%	1.89%	1.89%	1.67%	5.24%	4.17%	3.33%	2.98%	2.98%	2.98%
O-2	5.61%	9.81%	7.40%	-2.22%	-1.16%	-1.16%	0.69%	0.69%	0.69%	0.69%	0.69%	0.69%	0.69%
O-1	5.22%	8.69%	9.21%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%	-1.74%

**Table A-6. Prior-service and warrant officers 1994 RMC raise comparison (one-year transition)**

1993 Current RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3847	3978	4080	4240	4394	4525	4525	4525	4525	4525	4525	4525	4525
OE-2	0	0	0	0	3442	3493	3572	3706	3809	3886	3886	3886	3886	3886	3886	3886	3886
OE-1	0	0	0	0	2838	2972	3050	3128	3207	3313	3313	3313	3313	3313	3313	3313	3313
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4694	4830	4830	5099	5099
W-4	3210	3210	3363	3363	3415	3520	3626	3731	3915	4045	4148	4229	4330	4438	4438	4697	4697
W-3	2927	2927	3089	3089	3115	3140	3295	3428	3507	3586	3662	3744	3850	3953	3953	4056	4056
W-2	2625	2625	2762	2762	2814	2916	3023	3102	3181	3258	3339	3417	3494	3597	3597	3597	3597
W-1	2208	2208	2413	2413	2546	2624	2702	2778	2860	2937	3016	3093	3093	3093	3093	3093	3093
1994 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3920	4044	4292	4416	4540	4664	4788	4932	4932	4932	4932	4932	4932
OE-2	0	0	0	0	3408	3521	3633	3746	3859	3971	3971	3971	3971	3971	3971	3971	3971
OE-1	0	0	0	0	2789	2902	3015	3128	3240	3353	3353	3353	3353	3353	3353	3353	3353
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4949	5080	5211	5342	5473
W-4	3375	3443	3510	3578	3646	3758	3871	3984	4096	4209	4322	4455	4568	4682	4796	4910	5024
W-3	2963	3031	3098	3166	3234	3335	3436	3538	3639	3741	3842	3964	4066	4169	4272	4374	4477
W-2	2670	2738	2805	2873	2941	3031	3121	3211	3301	3391	3482	3592	3683	3774	3866	3866	3866
W-1	2294	2361	2429	2497	2564	2737	2821	2905	2990	3075	3159	3264	3264	3264	3264	3264	3264
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	1.89%	1.67%	5.19%	4.14%	3.31%	3.08%	5.82%	9.00%	9.00%	9.00%	9.00%	9.00%	9.00%
OE-2	N/A	N/A	N/A	N/A	-0.99%	0.80%	1.72%	1.09%	1.31%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%
OE-1	N/A	N/A	N/A	N/A	-1.71%	-2.37%	-1.15%	-0.02%	1.04%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5.45%	5.18%	7.89%	4.77%	7.33%
W-4	5.13%	7.24%	4.37%	6.38%	6.76%	6.78%	6.76%	6.76%	4.64%	4.06%	4.20%	5.33%	5.51%	5.52%	8.09%	4.54%	6.97%
W-3	1.23%	3.54%	0.31%	2.50%	3.79%	6.22%	4.29%	3.21%	3.78%	4.32%	4.92%	5.86%	5.61%	5.46%	8.06%	7.85%	10.38%
W-2	1.72%	4.29%	1.58%	4.03%	4.48%	3.94%	3.22%	3.51%	3.78%	4.10%	4.27%	5.12%	5.40%	4.94%	7.48%	7.48%	7.48%
W-1	3.86%	6.92%	0.66%	3.47%	0.71%	4.28%	4.41%	4.57%	4.55%	4.68%	4.74%	5.53%	5.53%	5.53%	5.53%	5.53%	5.53%

## INTEGRATION AND TRANSITION

### APPENDIX B—TWO-YEAR TRANSITION

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Table B-1. Enlisted members 1994 basic pay raise comparison (two-year transition)

1993 Current Basic Pay Table														
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22
E-9	0	0	0	0	0	0	0	2443	2498	2555	2613	2672	2723	2866
E-8	0	0	0	0	0	0	2049	2107	2163	2219	2278	2330	2387	2527
E-7	1430	1430	1544	1601	1657	1714	1768	1825	1882	1967	2023	2079	2106	2247
E-6	1231	1231	1341	1397	1457	1511	1565	1623	1707	1760	1817	1845	1845	1945
E-5	1080	1080	1175	1233	1286	1371	1427	1483	1538	1565	1565	1565	1565	1565
E-4	1007	1007	1084	1126	1213	1261	1261	1261	1261	1261	1261	1261	1261	1261
E-3	949	949	1001	1041	1041	1041	1041	1041	1041	1041	1041	1041	1041	1041
E-2	913	913	913	913	913	913	913	913	913	913	913	913	913	913
E-1	815	815	815	815	815	815	815	815	815	815	815	815	815	815
E-1 <4	754	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed Basic Pay Table														
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22
E-9	0	0	0	0	0	0	0	2537	2605	2677	2747	2820	2887	3004
E-8	0	0	0	0	0	0	2120	2190	2255	2324	2390	2457	2523	2636
E-7	1486	1517	1612	1677	1742	1803	1862	1922	1980	2055	2112	2172	2214	2318
E-6	1275	1306	1400	1465	1531	1591	1650	1710	1782	1841	1890	1921	1921	1921
E-5	1130	1160	1246	1312	1375	1450	1510	1570	1613	1639	1639	1639	1639	1639
E-4	1041	1072	1137	1206	1287	1343	1343	1343	1343	1343	1343	1343	1343	1343
E-3	963	994	1057	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114
E-2	903	934	934	934	934	934	934	934	934	934	934	934	934	934
E-1	815	815	815	815	815	815	815	815	815	815	815	815	815	815
Basic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise)														
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.82%	4.28%	4.79%	5.13%	5.56%	5.99%	4.78%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	1.47%	3.92%	4.27%	4.72%	4.95%	5.45%	5.89%	4.29%
E-7	3.90%	6.04%	4.37%	4.76%	5.14%	5.20%	5.28%	5.33%	5.21%	4.48%	4.40%	4.47%	5.13%	3.16%
E-6	3.63%	6.14%	4.36%	4.83%	5.11%	5.26%	5.39%	5.87%	4.41%	4.57%	4.00%	4.13%	4.13%	4.13%
E-5	4.61%	7.45%	5.97%	6.40%	6.53%	5.80%	5.85%	6.45%	4.90%	4.68%	4.68%	4.68%	4.68%	4.68%
E-4	3.37%	6.43%	6.88%	7.06%	6.06%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%
E-3	1.52%	4.74%	5.57%	6.97%	6.97%	6.97%	6.97%	6.97%	6.97%	6.97%	6.97%	6.97%	6.97%	6.97%
E-2	-1.08%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%
E-1	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%	0.07%
E-1 <4	8.20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Table B-1 (cont.). Enlisted members 1995 basic pay raise comparison (two-year transition)**

1994 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	2537	2605	2677	2747	2820	2887
E-8	0	0	0	0	0	0	2120	2190	2255	2324	2390	2457	2523
E-7	1486	1517	1612	1677	1742	1803	1862	1922	1980	2055	2112	2172	2214
E-6	1275	1306	1400	1465	1531	1591	1650	1710	1782	1841	1890	1921	1921
E-5	1130	1160	1246	1312	1375	1450	1510	1570	1613	1639	1639	1639	1639
E-4	1041	1072	1137	1206	1287	1343	1343	1343	1343	1343	1343	1343	1343
E-3	963	994	1057	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114
E-2	903	934	934	934	934	934	934	934	934	934	934	934	934
E-1	815	815	815	815	815	815	815	815	815	815	815	815	815
1995 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	2627	2710	2798	2881	2970	3053
E-8	0	0	0	0	0	0	2188	2270	2346	2427	2503	2585	2660
E-7	1541	1605	1679	1753	1827	1891	1955	2019	2078	2142	2200	2264	2322
E-6	1319	1383	1457	1531	1605	1669	1733	1798	1856	1920	1961	1996	1996
E-5	1179	1243	1317	1391	1465	1529	1593	1658	1687	1710	1710	1710	1710
E-4	1074	1139	1212	1286	1360	1424	1424	1424	1424	1424	1424	1424	1424
E-3	975	1039	1113	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187
E-2	889	953	953	953	953	953	953	953	953	953	953	953	953
E-1	813	813	813	813	813	813	813	813	813	813	813	813	813
Basic Pay Table: cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.56%	4.03%	4.53%	4.86%	5.31%	5.75%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.23%	3.67%	4.02%	4.47%	4.72%	5.21%	5.45%
E-7	3.69%	5.82%	4.17%	4.51%	4.84%	4.89%	5.01%	5.06%	4.92%	4.20%	4.18%	4.24%	4.89%
E-6	3.43%	5.90%	4.11%	4.55%	4.84%	4.94%	5.07%	5.12%	4.14%	4.32%	3.78%	3.90%	3.90%
E-5	4.41%	7.16%	5.76%	6.08%	6.54%	5.46%	5.52%	5.60%	4.59%	4.38%	4.38%	4.38%	4.38%
E-4	3.20%	6.21%	6.62%	6.69%	5.71%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%
E-3	1.21%	4.56%	5.34%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%
E-2	-1.59%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%
E-1	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%



Table B-2. Officers 1994 basic pay raise comparison (two-year transition)

1993 Current Basic Pay Table															
	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>11	>12	>13	>14
O-10	6655	6855	6889	6889	6889	6889	6889	7154	7154	7154	7154	7550	7550	8090	8090
O-9	5898	5898	6053	6182	6182	6182	6182	6339	6339	6339	6339	6602	6602	7154	7154
O-8	5342	5342	5502	5633	5633	5633	5633	5853	5853	5853	5853	6053	6053	6602	6602
O-7	4439	4439	4741	4741	4741	4741	4741	4953	4953	4953	4953	5240	5240	6053	6053
O-6	3290	3290	3615	3615	3615	3615	3615	3852	3852	3852	3852	3852	3852	4612	4612
O-5	2631	2631	3089	3089	3089	3089	3089	3303	3303	3303	3303	3303	3303	4113	4113
O-4	2218	2218	2701	2701	2701	2701	2701	2935	2935	2935	2935	2935	2935	3773	3773
O-3	2061	2061	2305	2305	2305	2305	2305	2568	2568	2568	2568	2568	2568	3353	3353
O-2	1797	1797	1983	1983	1983	1983	1983	2188	2188	2188	2188	2188	2188	2488	2488
O-1	1561	1561	1622	1622	1622	1622	1622	1963	1963	1963	1963	1963	1963	1963	1963
1994 Proposed Basic Pay Table															
	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>11	>12	>13	>14
O-10	6921	6921	7136	7136	7230	7230	7324	7556	7556	7649	7649	7949	7949	8418	8418
O-9	6131	6131	6293	6361	6442	6442	6524	6688	6688	6789	6789	6989	6989	7331	7331
O-8	5552	5552	5712	5780	5857	5857	5933	6229	6229	6306	6306	6532	6532	6823	6823
O-7	4609	4609	4848	4848	4929	4929	5122	5204	5204	5435	5435	5516	5516	6102	6102
O-6	3273	3273	3614	3614	3689	3689	3994	4080	4080	4166	4166	4251	4251	4820	4820
O-5	2744	2744	3154	3154	3232	3232	3523	3608	3608	3745	3745	3926	3926	4348	4348
O-4	2310	2310	2733	2733	2888	2888	3144	3330	3330	3501	3501	3659	3659	3948	3948
O-3	2075	2075	2394	2394	2573	2573	2802	3078	3078	3224	3224	3367	3367	3443	3443
O-2	1866	1866	2065	2065	2245	2245	2508	2508	2508	2508	2508	2508	2508	2508	2508
O-1	1607	1607	1718	1905	1905	1905	1905	1905	1905	1905	1905	1905	1905	1905	1905
Basic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise)															
	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>11	>12	>13	>14
O-10	3.99%	3.99%	3.59%	3.59%	4.95%	4.95%	6.31%	5.62%	5.62%	6.92%	6.92%	5.29%	5.29%	5.34%	5.34%
O-9	3.95%	3.95%	3.96%	3.96%	4.22%	4.22%	5.54%	5.50%	5.50%	6.79%	6.79%	5.85%	5.85%	5.28%	5.28%
O-8	3.92%	3.92%	3.81%	3.81%	3.96%	3.96%	5.34%	2.91%	2.91%	4.18%	4.18%	3.04%	3.04%	2.47%	2.47%
O-7	3.84%	3.84%	2.27%	2.27%	3.96%	3.96%	1.40%	5.05%	5.05%	3.70%	3.70%	5.26%	5.26%	-0.90%	-0.90%
O-6	-0.52%	2.09%	-0.02%	-0.74%	1.48%	1.48%	3.70%	5.93%	5.93%	8.15%	8.15%	10.37%	10.37%	4.49%	4.49%
O-5	4.30%	7.55%	2.10%	1.46%	4.06%	4.06%	6.84%	9.22%	9.22%	10.05%	10.05%	9.46%	9.46%	5.70%	5.70%
O-4	4.14%	7.98%	1.18%	1.06%	4.05%	4.05%	7.15%	8.68%	8.68%	6.87%	6.87%	5.84%	5.84%	4.63%	4.63%
O-3	0.70%	5.34%	3.85%	4.43%	1.67%	1.67%	4.07%	4.07%	4.07%	3.39%	3.39%	2.87%	2.87%	2.66%	2.66%
O-2	3.82%	6.96%	5.20%	-1.31%	-0.50%	-0.50%	0.78%	0.78%	0.78%	0.78%	0.78%	0.78%	0.78%	0.78%	0.78%
O-1	3.00%	5.52%	5.92%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%	-1.41%

Table B-2 (cont.). Officers 1995 basic pay raise comparison (two-year transition)

1994 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18
O-10	6921	6921	7136	7136	7230	7324	7556	7556	7648	7949	8043	8418	8522
O-9	6131	6131	6293	6361	6442	6524	6688	6688	6769	6989	7070	7439	7531
O-8	5532	5532	5712	5780	5857	5933	6229	6229	6306	6532	6608	6823	7059
O-7	4609	4609	4848	4848	4929	5122	5204	5204	5435	5516	5734	6112	6411
O-6	3273	3359	3614	3823	3909	3994	4080	4080	4166	4251	4405	4820	5076
O-5	2744	2830	3154	3352	3437	3523	3608	3608	3745	3926	4136	4348	4543
O-4	2310	2395	2733	2912	2998	3144	3330	3330	3501	3659	3803	3948	4049
O-3	2075	2171	2394	2573	2771	2902	3079	3079	3224	3387	3443	3443	3443
O-2	1866	1922	2065	2327	2425	2508	2508	2508	2508	2508	2508	2508	2508
O-1	1607	1647	1718	1935	1935	1935	1935	1935	1935	1935	1935	1935	1935
1995 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18
O-10	7185	7185	7380	7380	7575	7770	7965	7965	8160	8355	8550	8745	8960
O-9	6363	6363	6533	6533	6703	6873	7043	7043	7213	7383	7553	7723	7913
O-8	5759	5759	5919	5919	6080	6239	6399	6399	6559	6719	6878	7038	7218
O-7	4779	4779	4948	4948	5118	5288	5457	5457	5627	5796	5966	6135	6325
O-6	3244	3423	3601	3779	3958	4136	4314	4314	4493	4671	4849	5027	5306
O-5	2858	3037	3215	3393	3572	3749	3926	3926	4104	4281	4459	4596	4737
O-4	2402	2580	2759	2937	3115	3362	3608	3608	3797	3988	3985	4124	4221
O-3	2085	2285	2484	2684	2813	2942	3200	3200	3329	3458	3528	3528	3528
O-2	1935	2052	2170	2287	2404	2522	2522	2522	2522	2522	2522	2522	2522
O-1	1653	1738	1818	1900	1900	1900	1900	1900	1900	1900	1900	1900	1900
Basic Pay Table: cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>5	>6	>8	>10	>12	>14	>16	>18
O-10	3.82%	3.82%	3.41%	3.41%	4.77%	6.09%	5.42%	5.42%	6.68%	5.10%	6.30%	3.88%	5.14%
O-9	3.78%	3.78%	3.81%	2.71%	4.05%	5.35%	5.32%	5.32%	6.55%	5.64%	6.84%	3.81%	5.08%
O-8	3.74%	3.74%	3.63%	2.41%	3.81%	5.15%	2.73%	2.73%	4.01%	2.86%	4.08%	3.16%	2.25%
O-7	3.68%	3.68%	2.07%	2.07%	3.82%	3.23%	4.87%	4.87%	3.53%	5.07%	4.04%	0.54%	-1.34%
O-6	4.15%	7.30%	-0.36%	-1.15%	1.25%	3.55%	5.74%	8.83%	9.57%	9.05%	7.79%	5.52%	4.28%
O-5	4.00%	7.73%	0.96%	0.84%	3.91%	6.92%	8.35%	8.35%	6.74%	5.67%	5.05%	4.46%	4.25%
O-4	0.46%	5.22%	3.75%	4.30%	1.48%	1.37%	3.92%	3.92%	3.23%	2.70%	2.49%	2.48%	2.49%
O-3	3.68%	6.76%	5.09%	-1.74%	-0.87%	0.55%	0.55%	0.55%	0.55%	0.55%	0.55%	0.55%	0.55%
O-2	2.86%	5.39%	5.80%	-1.81%	-1.81%	-1.81%	-1.81%	-1.81%	-1.81%	-1.81%	-1.81%	-1.81%	-1.81%
O-1													

**Table B-3. Prior-service and warrant officer 1994 basic pay raise comparison (two-year transition)**

1993 Current Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2726	2856	2959	3119	3273	3403	3403	3403	3403	3403	3403	3403	3403
OE-2	0	0	0	0	2438	2488	2567	2701	2804	2881	2881	2881	2881	2881	2881	2881	2881
OE-1	0	0	0	0	1963	2097	2174	2253	2331	2438	2438	2438	2438	2438	2438	2438	2438
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3584	3720	3720	3989	3989
W-4	2100	2100	2253	2253	2305	2409	2516	2621	2804	2935	3038	3119	3220	3327	3327	3587	3587
W-3	1909	1909	2070	2070	2097	2121	2277	2409	2488	2567	2644	2726	2832	2935	2935	3038	3038
W-2	1672	1672	1808	1808	1861	1963	2070	2149	2228	2305	2386	2464	2541	2644	2644	2644	2644
W-1	1393	1393	1597	1597	1730	1808	1886	1963	2044	2121	2201	2277	2277	2277	2277	2277	2277
1994 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2771	2902	3079	3224	3367	3497	3559	3631	3631	3631	3631	3631	3631
OE-2	0	0	0	0	2425	2508	2606	2732	2842	2938	2938	2938	2938	2938	2938	2938	2938
OE-1	0	0	0	0	1935	2061	2159	2256	2353	2465	2465	2465	2465	2465	2465	2465	2465
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3740	3877	3942	4148	4213
W-4	2179	2213	2327	2360	2421	2532	2644	2755	2907	3032	3142	3251	3360	3473	3530	3722	3779
W-3	1922	1955	2074	2108	2155	2219	2350	2470	2562	2654	2744	2848	2955	3060	3111	3216	3267
W-2	1685	1719	1824	1858	1919	2017	2119	2205	2291	2376	2464	2559	2646	2744	2790	2790	2790
W-1	1423	1456	1597	1631	1734	1861	1944	2026	2111	2193	2277	2369	2369	2369	2369	2369	2369
Basic Pay Table Cell-By-Cell Comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	1.67%	1.60%	4.07%	3.39%	2.87%	2.75%	4.58%	6.69%	6.69%	6.69%	6.69%	6.69%	6.69%
OE-2	N/A	N/A	N/A	N/A	-0.50%	0.78%	1.50%	1.13%	1.34%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%
OE-1	N/A	N/A	N/A	N/A	-1.41%	-1.70%	-0.73%	0.12%	0.91%	1.12%	1.12%	1.12%	1.12%	1.12%	1.12%	1.12%	1.12%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.37%	4.22%	5.98%	3.99%	5.63%
W-4	3.77%	5.39%	3.26%	4.77%	5.06%	5.09%	5.10%	5.12%	3.66%	3.30%	3.43%	4.22%	4.35%	4.38%	6.10%	3.79%	5.38%
W-3	0.68%	2.45%	0.16%	1.80%	2.78%	4.58%	3.23%	2.53%	2.95%	3.38%	3.81%	4.49%	4.34%	4.26%	6.01%	5.88%	7.57%
W-2	0.83%	2.85%	0.86%	2.74%	3.13%	2.78%	2.33%	2.60%	2.83%	3.11%	3.27%	3.88%	4.11%	3.81%	5.55%	5.55%	5.55%
W-1	2.15%	4.57%	-0.02%	2.10%	0.21%	2.89%	3.05%	3.21%	3.26%	3.39%	3.46%	4.05%	4.05%	4.05%	4.05%	4.05%	4.05%

**Table B-3 (cont.). Prior-service and warrant officer 1995 basic pay raise comparison (two-year transition)**

1994 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2771	2902	3079	3224	3367	3497	3559	3631	3631	3631	3631	3631	3631
OE-2	0	0	0	0	2425	2508	2606	2732	2842	2938	2938	2938	2938	2938	2938	2938	2938
OE-1	0	0	0	0	1935	2061	2159	2256	2353	2465	2465	2465	2465	2465	2465	2465	2465
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3740	3877	3942	4148	4213
W-4	2179	2215	2327	2360	2421	2532	2644	2755	2907	3032	3142	3251	3360	3473	3530	3722	3779
W-3	1922	1955	2074	2108	2155	2219	2350	2470	2562	2654	2744	2848	2955	3060	3111	3216	3267
W-2	1685	1719	1824	1858	1919	2017	2119	2205	2291	2376	2464	2559	2646	2744	2790	2790	2790
W-1	1423	1456	1597	1631	1734	1861	1944	2026	2111	2193	2277	2369	2369	2369	2369	2369	2369
1995 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2813	2942	3200	3329	3458	3587	3716	3865	3865	3865	3865	3865	3865
OE-2	0	0	0	0	2404	2522	2639	2756	2874	2991	2991	2991	2991	2991	2991	2991	2991
OE-1	0	0	0	0	1900	2017	2135	2252	2369	2486	2486	2486	2486	2486	2486	2486	2486
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3897	4033	4169	4305	4442
W-4	2259	2329	2399	2470	2540	2657	2775	2892	3009	3127	3244	3382	3500	3619	3738	3856	3975
W-3	1930	2001	2071	2142	2212	2318	2423	2528	2634	2740	2846	2972	3078	3185	3292	3398	3505
W-2	1696	1766	1836	1907	1977	2071	2165	2259	2353	2447	2540	2654	2750	2845	2940	2940	2940
W-1	1452	1522	1592	1663	1733	1913	2001	2089	2177	2265	2353	2461	2461	2461	2461	2461	2461
Basic Pay Table: cell-by-cell comparison (compare to a 4.1 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	1.48%	1.37%	3.92%	3.23%	2.70%	2.57%	4.41%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%
OE-2	N/A	N/A	N/A	N/A	-0.87%	0.55%	1.28%	0.90%	1.12%	1.79%	1.79%	1.79%	1.79%	1.79%	1.79%	1.79%	1.79%
OE-1	N/A	N/A	N/A	N/A	-1.81%	-2.15%	-1.11%	-0.17%	0.69%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.20%	4.04%	5.77%	3.80%	5.43%
W-4	3.65%	5.25%	3.13%	4.64%	4.92%	4.95%	4.96%	4.98%	3.52%	3.15%	3.27%	4.05%	4.19%	4.20%	5.88%	3.59%	5.17%
W-3	0.45%	2.32%	-0.13%	1.62%	2.63%	4.46%	3.09%	2.36%	2.82%	3.23%	3.68%	4.33%	4.17%	4.09%	5.81%	5.67%	7.28%
W-2	0.61%	2.70%	0.67%	2.63%	3.02%	2.66%	2.19%	2.45%	2.70%	2.95%	3.12%	3.72%	3.93%	3.65%	5.35%	5.35%	5.35%
W-1	2.05%	4.51%	-0.28%	1.99%	-0.03%	2.79%	2.93%	3.11%	3.13%	3.26%	3.33%	3.89%	3.89%	3.89%	3.89%	3.89%	3.89%

Table B-4. Enlisted members 1994 RMC raise comparison (two-year transition)

1993 Current RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3577	3631	3688	3747	3805	3857	4000	4000	4279	4279
E-8	0	0	0	0	0	0	3108	3167	3222	3278	3337	3393	3447	3587	3587	3868	3868
E-7	2421	2421	2535	2592	2649	2705	2760	2816	2873	2938	3014	3070	3097	3239	3239	3519	3519
E-6	2147	2147	2258	2314	2373	2428	2482	2540	2623	2677	2734	2761	2761	2761	2761	2761	2761
E-5	1899	1899	1995	2052	2106	2190	2246	2302	2357	2385	2385	2385	2385	2385	2385	2385	2385
E-4	1710	1710	1766	1829	1916	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964
E-3	1600	1600	1653	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692
E-2	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486
E-1	1349	1349	1349	1349	1349	1349	1349	1349	1345	1349	1349	1349	1349	1349	1349	1349	1349
E-1 <4	1270	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3704	3773	3845	3915	3988	4055	4172	4217	4409	4454
E-8	0	0	0	0	0	0	3211	3281	3346	3414	3481	3548	3614	3726	3777	3975	4026
E-7	2508	2539	2634	2700	2765	2825	2884	2945	3002	3078	3134	3194	3236	3341	3400	3605	3664
E-6	2226	2257	2350	2415	2481	2541	2600	2661	2732	2791	2840	2871	2871	2871	2871	2871	2871
E-5	1997	2027	2113	2179	2242	2317	2377	2437	2480	2506	2506	2506	2506	2506	2506	2506	2506
E-4	1799	1830	1895	1964	2045	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101
E-3	1686	1717	1780	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836
E-2	1600	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631
E-1	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.57%	3.89%	4.25%	4.49%	4.80%	5.12%	4.23%	5.43%	3.04%	4.10%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.30%	3.60%	3.84%	4.15%	4.32%	4.87%	4.85%	3.90%	5.32%	2.77%	4.09%
E-7	3.59%	4.85%	3.89%	4.14%	4.39%	4.44%	4.51%	4.55%	4.50%	4.03%	3.99%	4.04%	4.49%	3.15%	4.98%	2.46%	4.14%
E-6	3.65%	5.09%	4.09%	4.38%	4.56%	4.66%	4.76%	4.77%	4.16%	4.26%	3.89%	3.98%	3.98%	3.98%	3.98%	3.98%	3.98%
E-5	5.13%	6.74%	5.90%	6.16%	6.49%	5.80%	5.83%	5.84%	5.21%	5.06%	5.06%	5.06%	5.06%	5.06%	5.06%	5.06%	5.06%
E-4	5.25%	7.05%	7.30%	7.40%	6.75%	6.98%	6.98%	6.98%	6.98%	6.98%	6.98%	6.98%	6.98%	6.98%	6.98%	6.98%	6.98%
E-3	5.35%	7.26%	7.68%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%
E-2	7.69%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%
E-1	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%
E-1 <4	17.70%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Table B-4 (cont.). Enlisted members 1995 RMC raise comparison (two-year transition)

1994 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	3704	3773	3845	3915	3988	4055
E-8	0	0	0	0	0	0	3211	3281	3346	3414	3481	3548	3614
E-7	2508	2539	2634	2700	2765	2825	2884	2945	3002	3078	3134	3194	3236
E-6	2226	2257	2350	2415	2481	2541	2600	2661	2732	2791	2840	2871	2871
E-5	1997	2027	2113	2179	2242	2317	2377	2437	2480	2506	2506	2506	2506
E-4	1799	1830	1885	1964	2045	2101	2101	2101	2101	2101	2101	2101	2101
E-3	1686	1717	1780	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836
E-2	1600	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631
E-1	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495
1995 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	3829	3911	4000	4083	4171	4254
E-8	0	0	0	0	0	0	3310	3392	3468	3549	3625	3707	3782
E-7	2591	2655	2729	2803	2877	2941	3005	3070	3128	3192	3251	3315	3373
E-6	2295	2359	2433	2507	2580	2645	2709	2773	2831	2895	2937	2971	2971
E-5	2068	2132	2206	2280	2354	2418	2482	2547	2576	2599	2599	2599	2599
E-4	1850	1914	1988	2062	2136	2200	2200	2200	2200	2200	2200	2200	2200
E-3	1714	1778	1852	1926	1926	1926	1926	1926	1926	1926	1926	1926	1926
E-2	1601	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665
E-1	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.35%	3.68%	4.03%	4.29%	4.60%	4.83%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.39%	3.63%	3.94%	4.13%	4.48%	4.66%
E-7	3.31%	4.58%	3.62%	3.84%	4.07%	4.12%	4.21%	4.26%	4.18%	3.72%	3.71%	3.76%	4.22%
E-6	3.09%	4.53%	3.52%	3.80%	4.00%	4.08%	4.18%	4.23%	3.62%	3.75%	3.40%	3.49%	3.49%
E-5	3.59%	5.18%	4.43%	4.66%	4.98%	4.36%	4.43%	4.50%	3.87%	3.73%	3.73%	3.73%	3.73%
E-4	2.81%	4.58%	4.88%	4.99%	4.44%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%
E-3	1.65%	3.57%	4.07%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%
E-2	0.03%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%
E-1	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%

Table B-5. Officers 1994 RMC raise comparison (two-year transition)

1993 Current RMC Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	8589	8589	8823	8823	8823	8823	9087	9087	9483	9483	10023	10023
O-9	7817	7817	7972	8101	8101	8101	8258	8258	8522	8522	9073	9073
O-8	7221	7221	7381	7512	7512	7512	7831	7831	8218	8218	8768	8768
O-7	6294	6294	6595	6595	6595	6808	6808	7095	7095	7357	7907	7907
O-6	4960	4960	5284	5521	5521	5521	5521	5521	5652	5652	6282	6282
O-5	4206	4206	4664	4878	4878	4878	4878	4978	5161	5402	5688	5924
O-4	3512	3512	3995	4175	4175	4229	4358	4567	4751	4908	5068	5172
O-3	3133	3133	3377	3536	3798	3828	4031	4191	4345	4426	4426	4426
O-2	2687	2687	2852	3248	3327	3377	3377	3377	3377	3377	3377	3377
O-1	2274	2274	2336	2676	2676	2676	2676	2676	2676	2676	2676	2676
1994 Proposed RMC Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	8967	8967	9182	9182	9276	9370	9602	9695	9995	10089	10464	10568
O-9	8162	8162	8324	8392	8473	8555	8719	8800	9020	9101	9470	9562
O-8	7540	7540	7700	7768	7845	7922	8217	8294	8520	8597	8811	9048
O-7	6572	6572	6811	6811	6892	7085	7166	7397	7479	7697	8065	8374
O-6	5042	5128	5383	5593	5678	5764	5949	5935	6021	6175	6589	6846
O-5	4415	4500	4825	5022	5108	5193	5278	5416	5596	5807	6018	6213
O-4	3685	3771	4108	4288	4374	4520	4705	4877	5035	5179	5324	5425
O-3	3219	3315	3538	3717	3915	4046	4223	4368	4511	4587	4587	4587
O-2	2820	2877	3019	3282	3380	3462	3462	3462	3462	3462	3462	3462
O-1	2389	2429	2500	2717	2717	2717	2717	2717	2717	2717	2717	2717
RMC Cell-By-Cell Comparison (compare to a 4.3 percent raise)												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	4.41%	4.41%	4.08%	4.08%	5.14%	6.20%	5.66%	6.69%	5.40%	6.39%	4.40%	5.44%
O-9	4.41%	4.41%	4.42%	3.59%	4.60%	5.61%	5.58%	6.57%	5.84%	6.80%	4.38%	5.39%
O-8	4.42%	4.42%	4.32%	3.41%	4.44%	5.46%	3.60%	4.57%	3.68%	4.61%	3.89%	3.19%
O-7	4.42%	4.42%	3.27%	3.27%	4.50%	4.06%	5.26%	4.26%	5.40%	4.62%	2.00%	0.60%
O-6	1.67%	3.40%	1.87%	1.29%	2.84%	4.39%	5.94%	7.50%	9.05%	9.25%	4.89%	5.04%
O-5	4.96%	6.99%	3.44%	2.95%	4.71%	6.45%	8.20%	8.79%	8.43%	7.50%	5.80%	4.88%
O-4	4.94%	7.37%	2.84%	2.70%	4.75%	6.89%	7.97%	6.78%	5.97%	5.50%	5.06%	4.90%
O-3	2.75%	5.81%	4.78%	5.12%	3.09%	2.99%	4.77%	4.24%	3.82%	3.64%	3.64%	3.64%
O-2	4.96%	7.08%	5.86%	1.05%	1.59%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%
O-1	5.07%	6.80%	7.04%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%

Table B-5 (cont.). Officers 1995 RMC raise comparison (two-year transition)

1994 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	8967	8967	9182	9182	9276	9370	9602	9695	9995	10089	10464	10568	10945	11039	11134	11508	11603
O-9	8162	8162	8324	8392	8473	8555	8719	8800	9020	9101	9470	9562	9851	9933	10016	10379	10462
O-8	7540	7540	7700	7768	7845	7922	8217	8294	8520	8597	8811	9048	9263	9433	9510	9587	9665
O-7	6572	6572	6811	6811	6892	7085	7166	7397	7479	7697	8065	8374	8456	8538	8620	8702	8784
O-6	5042	5128	5383	5593	5678	5764	5849	5935	6021	6175	6589	6846	7025	7248	7317	7819	7690
O-5	4415	4500	4825	5022	5108	5193	5278	5416	5596	5907	6018	6213	6345	6489	6489	6489	6489
O-4	3685	3771	4108	4288	4374	4520	4705	4877	5035	5179	5324	5425	5425	5425	5425	5425	5425
O-3	3219	3315	3538	3717	3915	4046	4223	4368	4511	4587	4587	4587	4587	4587	4587	4587	4587
O-2	2820	2877	3019	3282	3380	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462
O-1	2389	2429	2500	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717
1995 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	9343	9343	9538	9538	9733	9828	10123	10318	10513	10708	10903	11118	11315	11511	11707	11903	12099
O-9	8505	8505	8675	8675	8845	9015	9185	9355	9525	9696	9865	10056	10227	10398	10569	10740	10911
O-8	7857	7857	8016	8016	8177	8336	8496	8656	8816	8976	9135	9315	9477	9638	9799	9960	10121
O-7	6849	6849	7018	7018	7188	7358	7527	7697	7866	8036	8206	8395	8566	8737	8908	9079	9249
O-6	5113	5292	5470	5648	5827	6005	6183	6362	6540	6718	6896	7175	7434	7582	7730	7878	8028
O-5	4624	4802	4981	5159	5337	5515	5692	5869	6047	6224	6353	6503	6633	6763	6763	6763	6763
O-4	3859	4037	4216	4394	4572	4819	5065	5194	5323	5452	5581	5678	5678	5678	5678	5678	5678
O-3	3301	3500	3699	3899	4028	4157	4415	4544	4673	4744	4744	4744	4744	4744	4744	4744	4744
O-2	2853	3071	3188	3305	3423	3540	3540	3540	3540	3540	3540	3540	3540	3540	3540	3540	3540
O-1	2491	2573	2655	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
O-10	4.20%	4.20%	3.87%	3.87%	4.92%	5.96%	5.43%	6.43%	5.18%	6.14%	4.19%	5.21%	3.38%	4.27%	5.15%	3.43%	4.28%
O-9	4.21%	4.21%	4.21%	3.38%	4.39%	5.38%	5.35%	6.30%	5.61%	6.53%	4.17%	5.16%	3.81%	4.68%	5.53%	3.48%	4.30%
O-8	4.20%	4.20%	4.11%	3.20%	4.23%	5.23%	3.39%	4.36%	3.47%	4.41%	3.68%	2.96%	2.31%	2.18%	3.04%	3.89%	4.72%
O-7	4.21%	4.21%	3.05%	3.05%	4.29%	3.85%	5.04%	4.05%	5.18%	4.41%	1.74%	0.26%	1.30%	2.33%	3.34%	4.33%	5.29%
O-6	1.41%	3.19%	1.61%	1.00%	2.62%	4.19%	5.71%	7.19%	8.63%	8.81%	4.67%	4.81%	5.83%	4.64%	5.65%	3.40%	4.36%
O-5	4.74%	6.71%	3.23%	2.73%	4.49%	6.20%	7.84%	8.38%	8.05%	7.19%	5.57%	4.67%	4.55%	4.23%	4.23%	4.23%	4.23%
O-4	4.71%	7.06%	2.61%	2.47%	4.54%	6.61%	7.63%	6.51%	5.79%	5.27%	4.83%	4.66%	4.66%	4.66%	4.66%	4.66%	4.66%
O-3	2.52%	5.58%	4.56%	4.90%	2.88%	2.75%	4.55%	4.02%	3.60%	3.43%	3.43%	3.43%	3.43%	3.43%	3.43%	3.43%	3.43%
O-2	4.71%	3.74%	5.60%	0.72%	1.27%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
O-1	4.24%	5.94%	6.20%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%



**Table B-6. Prior-service and warrant officers 1994 RMC raise comparison (two-year transition)**

1993 Current RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3847	3978	4080	4240	4394	4525	4525	4525	4525	4525	4525	4525	4525
OE-2	0	0	0	0	3442	3493	3572	3706	3809	3886	3886	3886	3886	3886	3886	3886	3886
OE-1	0	0	0	0	2838	2972	3050	3128	3207	3313	3313	3313	3313	3313	3313	3313	3313
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4694	4830	4830	5099	5099
W-4	3210	3210	3363	3363	3415	3520	3626	3731	3915	4045	4148	4229	4330	4438	4438	4697	4697
W-3	2927	2927	3089	3089	3115	3140	3295	3428	3507	3586	3662	3744	3850	3953	3953	4056	4056
W-2	2625	2625	2762	2762	2814	2916	3023	3102	3181	3258	3339	3417	3494	3597	3597	3597	3597
W-1	2208	2208	2413	2413	2546	2624	2702	2778	2860	2937	3016	3093	3093	3093	3093	3093	3093
1994 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3966	4097	4274	4419	4562	4692	4754	4826	4826	4826	4826	4826	4826
OE-2	0	0	0	0	3499	3582	3680	3806	3916	4012	4012	4012	4012	4012	4012	4012	4012
OE-1	0	0	0	0	2875	3001	3098	3196	3293	3405	3405	3405	3405	3405	3405	3405	3405
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4923	5059	5124	5330	5395
W-4	3362	3396	3509	3543	3604	3714	3826	3938	4089	4214	4324	4433	4542	4656	4713	4905	4962
W-3	3008	3042	3160	3194	3242	3305	3437	3557	3648	3740	3831	3935	4041	4146	4197	4302	4354
W-2	2704	2738	2843	2876	2938	3036	3137	3223	3309	3395	3482	3578	3664	3763	3809	3809	3809
W-1	2299	2333	2473	2507	2610	2737	2820	2902	2987	3070	3153	3245	3245	3245	3245	3245	3245
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	3.09%	2.99%	4.74%	4.22%	3.80%	3.69%	5.06%	6.65%	6.65%	6.65%	6.65%	6.65%	6.65%
OE-2	N/A	N/A	N/A	N/A	1.66%	2.55%	3.02%	2.70%	2.81%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
OE-1	N/A	N/A	N/A	N/A	1.31%	0.97%	1.60%	2.15%	2.68%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.87%	4.74%	6.10%	4.53%	5.82%
W-4	4.71%	5.77%	4.33%	5.34%	5.53%	5.54%	5.53%	5.53%	4.46%	4.18%	4.25%	4.82%	4.90%	4.91%	6.20%	4.43%	5.64%
W-3	2.76%	3.92%	2.30%	3.40%	4.05%	5.26%	4.29%	3.76%	4.03%	4.31%	4.61%	5.08%	4.96%	4.88%	6.18%	6.07%	7.34%
W-2	3.01%	4.31%	2.93%	4.16%	4.39%	4.11%	3.76%	3.90%	4.03%	4.21%	4.29%	4.71%	4.86%	4.62%	5.90%	5.90%	5.90%
W-1	4.10%	5.63%	2.50%	3.91%	2.52%	4.30%	4.38%	4.45%	4.45%	4.52%	4.54%	4.94%	4.94%	4.94%	4.94%	4.94%	4.94%

Table B-6 (cont.). Prior-service and warrant officers 1995 RMC raise comparison (two-year transition)

1994 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3966	4097	4274	4419	4562	4692	4754	4826	4826	4826	4826	4826	4826
OE-2	0	0	0	0	3499	3582	3680	3806	3916	4012	4012	4012	4012	4012	4012	4012	4012
OE-1	0	0	0	0	2875	3001	3098	3196	3293	3405	3405	3405	3405	3405	3405	3405	3405
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4923	5059	5124	5330	5395
W-4	3362	3396	3509	3543	3604	3714	3826	3938	4089	4214	4324	4433	4542	4656	4713	4905	4962
W-3	3008	3042	3160	3194	3242	3305	3377	3557	3648	3740	3831	3935	4041	4146	4197	4302	4354
W-2	2704	2738	2843	2876	2938	3036	3137	3223	3309	3395	3482	3578	3664	3763	3809	3809	3809
W-1	2299	2333	2473	2507	2610	2737	2820	2902	2987	3070	3153	3245	3245	3245	3245	3245	3245
1995 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	4080	4210	4467	4596	4726	4855	4984	5133	5133	5133	5133	5133	5133
OE-2	0	0	0	0	3547	3665	3782	3899	4017	4134	4134	4134	4134	4134	4134	4134	4134
OE-1	0	0	0	0	2904	3021	3138	3255	3372	3490	3490	3490	3490	3490	3490	3490	3490
W-5	0	0	0	0	0	0	0	0	0	0	0	0	5151	5288	5424	5560	5696
W-4	3513	3584	3654	3724	3795	3912	4029	4147	4264	4381	4499	4637	4755	4873	4992	5110	5229
W-3	3084	3155	3225	3296	3366	3472	3577	3682	3788	3894	4000	4126	4232	4339	4446	4552	4659
W-2	2779	2850	2920	2991	3061	3155	3249	3342	3436	3530	3624	3738	3834	3928	4023	4023	4023
W-1	2388	2458	2528	2599	2669	2848	2937	3024	3112	3201	3288	3397	3397	3397	3397	3397	3397
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)																	
OE-3	N/A	N/A	N/A	N/A	2.88%	2.76%	4.53%	4.01%	3.60%	3.48%	4.84%	6.37%	6.37%	6.37%	6.37%	6.37%	6.37%
OE-2	N/A	N/A	N/A	N/A	1.37%	2.31%	2.78%	2.46%	2.57%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%
OE-1	N/A	N/A	N/A	N/A	0.99%	0.64%	1.28%	1.87%	2.43%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.65%	4.52%	5.84%	4.31%	5.57%
W-4	4.51%	5.54%	4.13%	5.12%	5.30%	5.32%	5.31%	5.31%	4.26%	3.97%	4.04%	4.60%	4.68%	4.68%	5.93%	4.19%	5.39%
W-3	2.54%	3.72%	2.06%	3.19%	3.84%	5.05%	4.09%	3.54%	3.84%	4.11%	4.41%	4.86%	4.73%	4.65%	5.92%	5.82%	7.02%
W-2	2.79%	4.08%	2.73%	3.97%	4.19%	3.92%	3.56%	3.70%	3.84%	3.99%	4.08%	4.48%	4.62%	4.40%	5.63%	5.63%	5.63%
W-1	3.84%	5.36%	2.21%	3.66%	2.25%	4.06%	4.12%	4.21%	4.19%	4.26%	4.29%	4.66%	4.66%	4.66%	4.66%	4.66%	4.66%

## INTEGRATION AND TRANSITION

### APPENDIX C—THREE-YEAR TRANSITION

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**Table C-1. Enlisted members 1994 basic pay raise comparison (three-year transition)**

1993 Current Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	2443	2498	2555	2613	2672	2723
E-8	0	0	0	0	0	0	2049	2107	2163	2219	2278	2330	2387
E-7	1430	1430	1544	1601	1657	1714	1768	1825	1882	1967	2023	2079	2106
E-6	1231	1231	1341	1397	1457	1511	1565	1623	1707	1760	1817	1845	1845
E-5	1060	1060	1175	1233	1286	1371	1427	1483	1538	1565	1565	1565	1565
E-4	1007	1007	1064	1126	1213	1261	1261	1261	1261	1261	1261	1261	1261
E-3	949	949	1001	1041	1041	1041	1041	1041	1041	1041	1041	1041	1041
E-2	913	913	913	913	913	913	913	913	913	913	913	913	913
E-1	815	815	815	815	815	815	815	815	815	815	815	815	815
E-1 <4	754	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	2541	2606	2673	2741	2809	2872
E-8	0	0	0	0	0	0	2126	2194	2256	2321	2386	2449	2512
E-7	1488	1508	1612	1676	1739	1799	1857	1917	1975	2055	2112	2171	2208
E-6	1278	1299	1400	1463	1528	1587	1645	1706	1782	1840	1892	1923	1923
E-5	1128	1149	1239	1304	1365	1444	1504	1563	1610	1637	1637	1637	1637
E-4	1044	1065	1128	1196	1280	1334	1334	1334	1334	1334	1334	1334	1334
E-3	972	993	1053	1105	1105	1105	1105	1105	1105	1105	1105	1105	1105
E-2	920	940	940	940	940	940	940	940	940	940	940	940	940
E-1	827	827	827	827	827	827	827	827	827	827	827	827	827
Basic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.02%	4.31%	4.65%	4.88%	5.15%	5.44%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.10%	4.31%	4.61%	4.76%	5.10%	5.23%
E-7	4.03%	5.45%	4.37%	4.65%	4.92%	4.95%	5.01%	5.03%	4.94%	4.45%	4.40%	4.44%	4.86%
E-6	3.85%	5.53%	4.36%	4.70%	4.90%	5.00%	5.08%	5.08%	4.71%	4.52%	4.13%	4.23%	4.23%
E-5	4.50%	6.39%	5.44%	5.74%	6.13%	5.36%	5.40%	5.42%	4.74%	4.60%	4.60%	4.60%	4.60%
E-4	3.66%	5.72%	6.06%	6.18%	5.54%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%
E-3	2.43%	4.62%	5.18%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%
E-2	0.72%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%
E-1	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%
E-1 <4	9.71%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Table C-1 (cont.). Enlisted members 1995 basic pay raise comparison (three-year transition)

1994 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	2541	2606	2673	2741	2809	2872
E-8	0	0	0	0	0	0	2126	2194	2256	2321	2386	2449	2512
E-7	1488	1508	1612	1676	1739	1799	1857	1917	1975	2055	2112	2171	2208
E-6	1278	1299	1400	1463	1528	1587	1645	1706	1782	1840	1892	1923	1923
E-5	1128	1149	1239	1304	1365	1444	1504	1563	1610	1637	1637	1637	1637
E-4	1044	1065	1128	1196	1280	1334	1334	1334	1334	1334	1334	1334	1334
E-3	972	993	1053	1105	1105	1105	1105	1105	1105	1105	1105	1105	1105
E-2	920	940	940	940	940	940	940	940	940	940	940	940	940
E-1	827	827	827	827	827	827	827	827	827	827	827	827	827
1995 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	2637	2712	2791	2868	2948	3022
E-8	0	0	0	0	0	0	2202	2278	2348	2423	2494	2567	2638
E-7	1545	1587	1679	1749	1820	1883	1945	2008	2068	2141	2200	2263	2311
E-6	1325	1368	1458	1528	1599	1662	1724	1787	1856	1918	1966	1999	1999
E-5	1177	1220	1304	1375	1444	1517	1580	1643	1682	1708	1708	1708	1708
E-4	1080	1123	1194	1266	1347	1408	1408	1408	1408	1408	1408	1408	1408
E-3	994	1037	1105	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169
E-2	923	966	966	966	966	966	966	966	966	966	966	966	966
E-1	837	837	837	837	837	837	837	837	837	837	837	837	837
Basic Pay Table cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.77%	4.08%	4.41%	4.64%	4.92%	5.22%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.84%	4.07%	4.37%	4.53%	4.85%	5.03%
E-7	3.83%	5.25%	4.15%	4.39%	4.64%	4.69%	4.73%	4.76%	4.69%	4.20%	4.16%	4.20%	4.66%
E-6	3.66%	5.31%	4.16%	4.43%	4.63%	4.73%	4.80%	4.80%	4.16%	4.27%	3.88%	3.98%	3.98%
E-5	4.31%	6.16%	5.20%	5.45%	5.80%	5.07%	5.11%	5.12%	4.47%	4.32%	4.32%	4.32%	4.32%
E-4	3.48%	5.49%	5.80%	5.87%	5.22%	5.49%	5.49%	5.49%	5.49%	5.49%	5.43%	5.49%	5.49%
E-3	2.22%	4.41%	4.96%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%
E-2	0.39%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%
E-1	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%

Table C-1 (cont.). Enlisted members 1996 basic pay raise comparison (three-year transition)

1995 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	2637	2712	2791	2868	2948	3022	3132	3196	3360	3424
E-8	0	0	0	0	0	0	2202	2278	2348	2423	2494	2567	2638	2744	2814	2987	3059
E-7	1545	1587	1679	1749	1820	1883	1945	2008	2068	2141	2200	2263	2311	2405	2487	2671	2753
E-6	1325	1368	1458	1528	1599	1662	1724	1787	1856	1918	1966	1999	1999	1999	1999	1999	1999
E-5	1177	1220	1304	1375	1444	1517	1580	1643	1682	1708	1708	1708	1708	1708	1708	1708	1708
E-4	1080	1123	1194	1265	1347	1408	1408	1408	1408	1408	1408	1408	1408	1408	1408	1408	1408
E-3	994	1037	1105	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169
E-2	923	966	966	966	966	966	966	966	966	966	966	966	966	966	966	966	966
E-1	837	837	837	837	837	837	837	837	837	837	837	837	837	837	837	837	837
1996 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	2733	2819	2911	2997	3089	3175	3267	3366	3465	3564
E-8	0	0	0	0	0	0	2277	2362	2441	2525	2604	2689	2767	2852	2963	3074	3185
E-7	1602	1669	1747	1824	1901	1968	2035	2101	2162	2228	2289	2355	2416	2483	2610	2738	2867
E-6	1372	1439	1516	1593	1671	1738	1804	1871	1931	1998	2040	2077	2077	2077	2077	2077	2077
E-5	1226	1293	1370	1448	1525	1592	1659	1725	1756	1780	1780	1780	1780	1780	1780	1780	1780
E-4	1117	1184	1261	1339	1416	1483	1483	1483	1483	1483	1483	1483	1483	1483	1483	1483	1483
E-3	1014	1081	1158	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236
E-2	925	991	991	991	991	991	991	991	991	991	991	991	991	991	991	991	991
E-1	845	845	845	845	845	845	845	845	845	845	845	845	845	845	845	845	845
Basic Pay Table: cell-by-cell comparison (compare to a 4.0 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.64%	3.96%	4.30%	4.52%	4.81%	5.07%	4.31%	5.34%	3.13%	4.11%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.43%	3.70%	3.96%	4.25%	4.41%	4.73%	4.89%	3.96%	5.28%	2.89%	4.12%
E-7	3.73%	5.14%	4.06%	4.27%	4.50%	4.53%	4.63%	4.65%	4.56%	4.08%	4.05%	4.10%	4.52%	3.22%	4.96%	2.54%	4.14%
E-6	3.56%	5.18%	3.99%	4.30%	4.52%	4.57%	4.66%	4.68%	4.04%	4.16%	3.80%	3.87%	3.87%	3.87%	3.87%	3.87%	3.87%
E-5	4.21%	6.03%	5.11%	5.33%	5.61%	4.92%	4.95%	4.98%	4.35%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%
E-4	3.42%	5.42%	5.65%	5.73%	5.10%	5.35%	5.35%	5.35%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%	5.67%
E-3	2.05%	4.28%	4.80%	5.67%	5.67%	5.67%	5.67%	5.67%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%
E-2	0.13%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
E-1	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%

**Table C-2. Officers 1994 basic pay raise comparison (three-year transition)**

1993 Current Basic Pay Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	6655	6655	6889	6889	6889	6889	7154	7154	7550	7550	8090	8090
O-9	5898	5898	6053	6182	6182	6182	6339	6339	6602	6602	7154	7154
O-8	5342	5342	5502	5633	5633	5633	6053	6053	6339	6339	6602	6889
O-7	4439	4439	4741	4741	4741	4953	4953	5240	5502	5502	6053	6469
O-6	3290	3290	3615	3652	3652	3852	3852	3852	3852	3983	4612	4848
O-5	2631	2631	3089	3303	3303	3303	3303	3403	3587	3827	4113	4349
O-4	2218	2218	2701	2881	2881	2935	3064	3273	3457	3615	3773	3878
O-3	2061	2061	2305	2464	2726	2856	2856	3119	3273	3353	3353	3353
O-2	1797	1797	1963	2358	2438	2488	2488	2488	2488	2488	2488	2488
O-1	1561	1561	1622	1963	1963	1963	1963	1963	1963	1963	1963	1963
1994 Proposed Basic Pay Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	6928	6928	7153	7153	7215	7278	7524	7586	7924	7987	8425	8494
O-9	6138	6138	6300	6389	6444	6498	6662	6716	6954	7009	7446	7508
O-8	5558	5558	5721	5811	5863	5914	6257	6308	6558	6609	6844	7101
O-7	4616	4616	4880	4880	4934	5137	5191	5445	5499	5735	6172	6523
O-6	3326	3383	3666	3888	3945	4002	4059	4116	4173	4321	4816	5069
O-5	2744	2801	3177	3383	3440	3497	3554	3680	3864	4088	4328	4540
O-4	2311	2368	2761	2943	3000	3116	3285	3472	3641	3792	3944	4047
O-3	2100	2164	2397	2572	2795	2927	3081	3234	3382	3461	3461	3461
O-2	1868	1906	2050	2372	2464	2537	2537	2537	2537	2537	2537	2537
O-1	1614	1640	1709	1972	1972	1972	1972	1972	1972	1972	1972	1972
Basic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise)												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	4.09%	4.09%	3.82%	3.82%	4.73%	5.64%	5.18%	6.05%	4.96%	5.79%	4.14%	5.00%
O-9	4.06%	4.06%	4.08%	3.36%	4.24%	5.12%	5.10%	5.95%	5.33%	6.15%	4.09%	4.95%
O-8	4.04%	4.04%	3.97%	3.17%	4.09%	4.99%	3.38%	4.22%	3.46%	4.27%	3.66%	3.08%
O-7	3.99%	3.99%	2.94%	2.94%	4.08%	3.70%	4.80%	3.90%	4.93%	4.24%	1.98%	0.83%
O-6	1.09%	2.83%	1.41%	0.93%	2.41%	3.89%	5.38%	6.86%	8.34%	8.50%	4.42%	4.57%
O-5	4.29%	6.45%	2.83%	2.41%	4.13%	5.86%	7.57%	8.13%	7.74%	6.82%	5.23%	4.40%
O-4	4.18%	6.75%	2.21%	2.14%	4.13%	6.20%	7.21%	6.07%	5.32%	4.90%	4.52%	4.38%
O-3	1.89%	4.99%	4.01%	4.38%	2.54%	2.49%	4.14%	3.68%	3.34%	3.20%	3.20%	3.20%
O-2	3.96%	6.06%	4.89%	0.56%	1.08%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%
O-1	3.42%	5.09%	5.36%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%

Table C-2 (cont.). Officers 1995 basic pay raise comparison (three-year transition)

1994 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	6928	6928	7153	7153	7215	7278	7524	7586	7924	7987	8425	8494	8933
O-9	6138	6138	6300	6389	6444	6498	6662	6716	6954	7009	7446	7508	7838
O-8	5558	5558	5721	5811	5863	5914	6257	6308	6558	6609	6844	7101	7337
O-7	4616	4616	4880	4880	4934	5137	5191	5445	5499	5735	6172	6523	6687
O-6	3326	3383	3666	3888	3945	4002	4059	4116	4173	4321	4816	5069	5226
O-5	2744	2801	3177	3383	3440	3497	3554	3680	3864	4088	4328	4540	4674
O-4	2311	2368	2761	2943	3000	3116	3285	3472	3641	3792	3944	4047	4047
O-3	2100	2164	2397	2572	2795	2927	3081	3234	3382	3461	3461	3461	3461
O-2	1868	1906	2059	2372	2464	2537	2537	2537	2537	2537	2537	2537	2537
O-1	1614	1640	1709	1972	1972	1972	1972	1972	1972	1972	1972	1972	1972
1995 Proposed Basic Pay Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	7199	7199	7413	7413	7543	7673	7898	8028	8302	8432	8757	8901	9228
O-9	6376	6376	6545	6592	6705	6819	6999	7102	7311	7424	7737	7864	8122
O-8	5773	5773	5937	5984	6092	6198	6456	6563	6773	6879	7082	7306	7509
O-7	4792	4792	5014	5014	5127	5317	5430	5647	5760	5968	6280	6558	6671
O-6	3353	3472	3709	3913	4032	4151	4270	4388	4508	4674	5021	5292	5503
O-5	2858	2976	3261	3458	3576	3695	3813	3967	4152	4357	4547	4732	4867
O-4	2404	2522	2816	3000	3119	3303	3513	3675	3828	3971	4115	4217	4217
O-3	2135	2269	2489	2680	2861	2985	3203	3347	3489	3566	3566	3566	3566
O-2	1940	2018	2156	2378	2485	2581	2581	2581	2581	2581	2581	2581	2581
O-1	1667	1721	1798	1976	1976	1976	1976	1976	1976	1976	1976	1976	1976
Basic Pay Table: cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	3.91%	3.91%	3.64%	3.64%	4.54%	5.43%	4.98%	5.83%	4.77%	5.58%	3.95%	4.80%	3.30%
O-9	3.89%	3.89%	3.90%	3.17%	4.06%	4.94%	4.91%	5.74%	5.13%	5.93%	3.91%	4.75%	3.62%
O-8	3.86%	3.86%	3.79%	2.98%	3.90%	4.80%	3.19%	4.04%	3.27%	4.09%	3.47%	2.88%	2.35%
O-7	3.82%	3.82%	2.75%	2.75%	3.91%	3.52%	4.61%	3.72%	4.75%	4.06%	1.75%	0.53%	1.43%
O-6	0.82%	2.63%	1.17%	0.66%	2.21%	3.73%	5.20%	6.62%	8.02%	8.16%	4.25%	4.39%	5.30%
O-5	4.13%	6.25%	2.64%	2.21%	3.97%	5.66%	7.30%	7.81%	7.45%	6.59%	5.05%	4.22%	4.13%
O-4	4.02%	6.54%	2.01%	1.95%	3.97%	5.99%	6.96%	5.87%	5.14%	4.73%	4.34%	4.20%	4.20%
O-3	1.69%	4.84%	3.85%	4.22%	2.35%	2.31%	3.97%	3.52%	3.17%	3.03%	3.03%	3.03%	3.03%
O-2	3.82%	5.89%	4.74%	0.27%	0.84%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
O-1	3.27%	4.96%	5.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%



**Table C-2 (cont.). Officers 1996 basic pay raise comparison (three-year transition)**

1985 Proposed Basic Pay Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	7199	7199	7413	7413	7543	7673	7898	8028	8302	8432	8757	8901
O-9	6376	6376	6545	6592	6705	6819	6989	7102	7311	7424	7737	7864
O-8	5773	5773	5937	5984	6092	6198	6456	6563	6773	6879	7082	7306
O-7	4792	4792	5014	5014	5127	5317	5430	5647	5760	5968	6280	6558
O-6	3353	3472	3709	3913	4032	4151	4270	4388	4508	4674	5021	5292
O-5	2858	2976	3261	3458	3576	3695	3813	3967	4152	4357	4547	4732
O-4	2404	2522	2816	3000	3119	3303	3513	3675	3828	3971	4115	4217
O-3	2135	2269	2489	2680	2861	2995	3203	3347	3489	3566	3566	3566
O-2	1940	2018	2156	2378	2485	2581	2581	2581	2581	2581	2581	2581
O-1	1667	1721	1798	1976	1976	1976	1976	1976	1976	1976	1976	1976
1996 Proposed Basic Pay Table												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	7474	7474	7676	7676	7879	8082	8285	8487	8690	8893	9096	9319
O-9	6619	6619	6796	6796	6972	7150	7326	7503	7680	7857	8033	8231
O-8	5991	5991	6158	6158	6324	6490	6656	6822	6989	7155	7321	7508
O-7	4971	4971	5147	5147	5324	5500	5677	5853	6029	6206	6382	6579
O-6	3375	3561	3746	3932	4117	4303	4488	4673	4859	5045	5230	5519
O-5	2974	3159	3345	3530	3716	3900	4085	4269	4454	4638	4772	4927
O-4	2500	2685	2870	3056	3241	3498	3753	3888	4022	4156	4290	4391
O-3	2170	2377	2585	2792	2926	3061	3329	3463	3597	3671	3671	3671
O-2	2013	2136	2258	2380	2502	2624	2624	2624	2624	2624	2624	2624
O-1	1721	1806	1892	1977	1977	1977	1977	1977	1977	1977	1977	1977
Basic Pay Table: cell-by-cell comparison (compare to a 4.0 percent raise)												
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18
O-10	3.83%	3.83%	3.55%	3.55%	4.46%	5.33%	4.89%	5.72%	4.68%	5.47%	3.87%	4.69%
O-9	3.81%	3.81%	3.83%	3.09%	3.98%	4.85%	4.83%	5.64%	5.04%	5.83%	3.83%	4.66%
O-8	3.78%	3.78%	3.71%	2.89%	3.82%	4.71%	3.10%	3.96%	3.19%	4.01%	3.38%	2.76%
O-7	3.74%	3.74%	2.66%	2.66%	3.84%	3.44%	4.54%	3.64%	4.67%	3.98%	1.62%	0.32%
O-6	0.66%	2.56%	1.02%	0.48%	2.11%	3.66%	5.11%	6.49%	7.80%	7.93%	4.16%	4.29%
O-5	4.08%	6.15%	2.58%	2.11%	3.90%	5.56%	7.13%	7.61%	7.26%	6.45%	4.96%	4.13%
O-4	3.99%	6.43%	1.93%	1.85%	3.90%	5.89%	6.83%	5.78%	5.07%	4.65%	4.26%	4.11%
O-3	1.60%	4.79%	3.82%	4.18%	2.29%	2.20%	3.91%	3.45%	3.10%	2.95%	2.95%	2.95%
O-2	3.79%	5.81%	4.72%	0.08%	0.69%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%
O-1	3.24%	4.83%	5.21%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%

**Table C-3. Prior-service and warrant officers 1994 basic pay raise comparison (three-year transition)**

1993 Current Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2726	2856	2959	3119	3273	3403	3403	3403	3403	3403	3403	3403	3403
OE-2	0	0	0	0	2438	2488	2567	2701	2804	2881	2881	2881	2881	2881	2881	2881	2881
OE-1	0	0	0	0	1963	2097	2174	2253	2331	2438	2438	2438	2438	2438	2438	2438	2438
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3584	3720	3720	3989	3989
W-4	2100	2100	2253	2253	2305	2409	2516	2621	2804	2935	3038	3119	3220	3327	3327	3587	3587
W-3	1909	1909	2070	2070	2097	2121	2277	2409	2488	2567	2644	2726	2832	2935	2935	3038	3038
W-2	1672	1672	1808	1808	1861	1963	2070	2149	2228	2305	2386	2464	2541	2644	2644	2644	2644
W-1	1393	1393	1597	1597	1730	1808	1886	1963	2044	2121	2201	2277	2277	2277	2277	2277	2277
1994 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2795	2927	3081	3234	3382	3514	3556	3604	3604	3604	3604	3604	3604
OE-2	0	0	0	0	2464	2537	2629	2760	2870	2960	2960	2960	2960	2960	2960	2960	2960
OE-1	0	0	0	0	1972	2103	2195	2287	2379	2490	2490	2490	2490	2490	2490	2490	2490
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3739	3878	3921	4152	4195
W-4	2183	2205	2334	2357	2415	2525	2637	2748	2913	3041	3150	3251	3359	3472	3510	3728	3767
W-3	1944	1967	2102	2125	2165	2216	2358	2484	2573	2662	2749	2846	2954	3060	3094	3200	3234
W-2	1705	1727	1845	1867	1927	2027	2132	2217	2302	2385	2471	2563	2647	2749	2779	2779	2779
W-1	1432	1455	1619	1642	1757	1869	1951	2033	2117	2200	2283	2371	2371	2371	2371	2371	2371
Basic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	2.54%	2.49%	4.14%	3.68%	3.34%	3.26%	4.48%	5.89%	5.89%	5.89%	5.89%	5.89%	5.89%
OE-2	N/A	N/A	N/A	N/A	1.08%	1.95%	2.42%	2.18%	2.32%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%
OE-1	N/A	N/A	N/A	N/A	0.49%	0.29%	0.94%	1.50%	2.03%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.34%	4.24%	5.41%	4.09%	5.18%
W-4	3.94%	5.01%	3.60%	4.61%	4.80%	4.82%	4.82%	4.84%	3.87%	3.63%	3.71%	4.24%	4.33%	4.35%	5.49%	3.96%	5.02%
W-3	1.87%	3.07%	1.52%	2.62%	3.26%	4.48%	3.57%	3.11%	3.40%	3.68%	3.97%	4.42%	4.32%	4.27%	5.44%	5.35%	6.48%
W-2	1.97%	3.32%	2.01%	3.25%	3.51%	3.29%	2.99%	3.16%	3.31%	3.50%	3.60%	4.02%	4.16%	3.98%	5.13%	5.13%	5.13%
W-1	2.84%	4.46%	1.41%	2.84%	1.58%	3.35%	3.45%	3.56%	3.60%	3.69%	3.74%	4.12%	4.12%	4.12%	4.12%	4.12%	4.12%

**Table C-3 (cont.). Prior-service and warrant officers 1995 basic pay raise comparison (three-year transition)**

1994 Proposed Basic Pay Table																		
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28	
OE-3	0	0	0	0	2795	2927	3081	3234	3382	3514	3556	3604	3604	3604	3604	3604	3604	
OE-2	0	0	0	0	2464	2537	2629	2760	2870	2960	2960	2960	2960	2960	2960	2960	2960	
OE-1	0	0	0	0	1972	2103	2195	2287	2379	2490	2490	2490	2490	2490	2490	2490	2490	
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3739	3878	3921	4152	4195	
W-4	2183	2205	2334	2357	2415	2525	2637	2748	2913	3041	3150	3251	3359	3472	3510	3728	3767	
W-3	1944	1967	2102	2125	2165	2216	2358	2484	2573	2662	2749	2846	2954	3060	3094	3200	3234	
W-2	1705	1727	1845	1867	1927	2027	2132	2217	2302	2385	2471	2563	2647	2749	2779	2779	2779	
W-1	1432	1455	1619	1642	1757	1869	1951	2033	2117	2200	2283	2371	2371	2371	2371	2371	2371	
1995 Proposed Basic Pay Table																		
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28	
OE-3	0	0	0	0	2861	2995	3203	3347	3489	3623	3709	3808	3808	3808	3808	3808	3808	
OE-2	0	0	0	0	2485	2581	2688	2814	2930	3036	3036	3036	3036	3036	3036	3036	3036	
OE-1	0	0	0	0	1976	2103	2210	2316	2422	2540	2540	2540	2540	2540	2540	2540	2540	
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3895	4035	4125	4313	4404	
W-4	2266	2312	2414	2462	2528	2643	2760	2877	3021	3146	3262	3383	3499	3617	3696	3869	3948	
W-3	1977	2024	2129	2177	2233	2312	2439	2558	2656	2755	2853	2967	3077	3185	3256	3365	3436	
W-2	1735	1782	1878	1925	1991	2090	2192	2283	2374	2465	2557	2661	2753	2853	2916	2916	2916	
W-1	1471	1518	1639	1686	1781	1929	2016	2102	2190	2277	2364	2464	2464	2464	2464	2464	2464	
Basic Pay Table: cell-by-cell comparison (compare to a 4.1 percent raise)																		
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28	
OE-3	N/A	N/A	N/A	N/A	2.35%	2.31%	3.97%	3.52%	3.17%	3.08%	4.30%	5.68%	5.68%	5.68%	5.68%	5.68%	5.68%	
OE-2	N/A	N/A	N/A	N/A	0.84%	1.75%	2.23%	1.98%	2.12%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	
OE-1	N/A	N/A	N/A	N/A	0.21%	-0.01%	0.68%	1.29%	1.83%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.16%	4.05%	5.21%	3.89%	4.98%	
W-4	3.79%	4.86%	3.44%	4.46%	4.65%	4.67%	4.66%	4.68%	3.71%	3.46%	3.54%	4.06%	4.15%	4.16%	5.29%	3.77%	4.83%	
W-3	1.68%	2.90%	1.31%	2.44%	3.12%	4.33%	3.42%	2.95%	3.24%	3.52%	3.81%	4.25%	4.15%	4.09%	5.24%	5.15%	6.24%	
W-2	1.80%	3.18%	1.82%	3.10%	3.36%	3.12%	2.81%	3.00%	3.15%	3.35%	3.45%	3.84%	3.99%	3.80%	4.93%	4.93%	4.93%	
W-1	2.72%	4.33%	1.20%	2.69%	1.37%	3.19%	3.31%	3.42%	3.44%	3.53%	3.57%	3.95%	3.95%	3.95%	3.95%	3.95%	3.95%	

**Table C-3 (cont.). Prior-service and warrant officers 1996 basic pay raise comparison (three-year comparison)**

1995 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2861	2995	3203	3347	3489	3623	3709	3808	3808	3808	3808	3808	3808
OE-2	0	0	0	0	2485	2581	2688	2814	2930	3036	3036	3036	3036	3036	3036	3036	3036
OE-1	0	0	0	0	1976	2103	2210	2316	2422	2540	2540	2540	2540	2540	2540	2540	2540
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3895	4035	4125	4313	4404
W-4	2266	2312	2414	2462	2528	2643	2760	2877	3021	3146	3262	3383	3499	3617	3696	3869	3948
W-3	1977	2024	2129	2177	2233	2312	2439	2558	2656	2755	2853	2967	3077	3185	3256	3365	3436
W-2	1735	1782	1878	1925	1991	2090	2192	2283	2374	2465	2557	2661	2753	2853	2916	2916	2916
W-1	1471	1518	1639	1686	1781	1929	2016	2102	2190	2277	2364	2464	2464	2464	2464	2464	2464
1996 Proposed Basic Pay Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	2926	3061	3329	3463	3597	3732	3866	4020	4020	4020	4020	4020	4020
OE-2	0	0	0	0	2502	2624	2746	2868	2990	3112	3112	3112	3112	3112	3112	3112	3112
OE-1	0	0	0	0	1977	2099	2221	2343	2465	2587	2587	2587	2587	2587	2587	2587	2587
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4053	4195	4337	4478	4620
W-4	2351	2424	2497	2570	2643	2765	2887	3009	3131	3253	3375	3518	3641	3764	3888	4011	4134
W-3	2009	2082	2155	2229	2302	2411	2521	2631	2741	2851	2961	3091	3202	3313	3424	3535	3646
W-2	1765	1838	1911	1985	2058	2155	2253	2351	2448	2546	2643	2761	2860	2959	3058	3058	3058
W-1	1511	1584	1657	1731	1804	1990	2082	2174	2265	2357	2448	2560	2560	2560	2560	2560	2560
Basic Pay Table: cell-by-cell comparison (compare to a 4.0 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	2.29%	2.20%	3.91%	3.45%	3.10%	3.01%	4.24%	5.57%	5.57%	5.57%	5.57%	5.57%	5.57%
OE-2	N/A	N/A	N/A	N/A	0.69%	1.65%	2.15%	1.90%	2.04%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%
OE-1	N/A	N/A	N/A	N/A	0.05%	-0.19%	0.52%	1.17%	1.76%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.07%	3.98%	5.13%	3.82%	4.89%
W-4	3.75%	4.81%	3.40%	4.40%	4.58%	4.61%	4.62%	4.61%	3.64%	3.39%	3.48%	3.99%	4.06%	4.08%	5.20%	3.67%	4.71%
W-3	1.61%	2.86%	1.21%	2.40%	3.08%	4.28%	3.37%	2.87%	3.19%	3.46%	3.76%	4.17%	4.06%	4.01%	5.15%	5.06%	6.10%
W-2	1.71%	3.13%	1.74%	3.09%	3.33%	3.10%	2.78%	2.94%	3.11%	3.27%	3.39%	3.77%	3.91%	3.71%	4.86%	4.86%	4.86%
W-1	2.71%	4.37%	1.12%	2.63%	1.26%	3.19%	3.29%	3.40%	3.41%	3.48%	3.54%	3.88%	3.88%	3.88%	3.88%	3.88%	3.88%

**Table C-4. Enlisted members 1994 RMC raise comparison (three-year transition)**

1993 Current RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3577	3631	3688	3747	3805	3857	4000	4000	4279	4279
E-8	0	0	0	0	0	0	3108	3167	3222	3278	3337	3389	3447	3587	3587	3868	3868
E-7	2421	2421	2535	2592	2649	2705	2760	2816	2873	2930	3014	3070	3097	3239	3239	3519	3519
E-6	2147	2147	2258	2314	2373	2428	2482	2540	2623	2677	2734	2761	2761	2761	2761	2761	2761
E-5	1899	1899	1995	2052	2106	2190	2246	2302	2357	2385	2385	2385	2385	2385	2385	2385	2385
E-4	1710	1710	1766	1829	1916	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964	1964
E-3	1600	1600	1653	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692
E-2	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486
E-1	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349	1349
E-1 <4	1270	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1994 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3713	3777	3845	3912	3981	4044	4171	4202	4426	4456
E-8	0	0	0	0	0	0	3221	3289	3351	3416	3481	3544	3607	3731	3765	3994	4029
E-7	2514	2535	2638	2702	2765	2825	2883	2943	3001	3081	3138	3198	3235	3354	3393	3627	3666
E-6	2232	2253	2354	2417	2482	2541	2598	2660	2736	2794	2846	2877	2877	2877	2877	2877	2877
E-5	1999	2020	2110	2175	2236	2315	2375	2434	2481	2508	2508	2508	2508	2508	2508	2508	2508
E-4	1806	1827	1891	1958	2043	2097	2097	2097	2097	2097	2097	2097	2097	2097	2097	2097	2097
E-3	1699	1719	1780	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832
E-2	1621	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641
E-1	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.81%	4.02%	4.26%	4.42%	4.62%	4.83%	4.28%	5.04%	3.44%	4.16%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.64%	3.85%	3.99%	4.20%	4.31%	4.55%	4.55%	4.01%	4.96%	3.27%	4.15%
E-7	3.83%	4.67%	4.04%	4.22%	4.40%	4.43%	4.48%	4.50%	4.46%	4.15%	4.12%	4.15%	4.43%	3.55%	4.76%	3.09%	4.20%
E-6	3.96%	4.93%	4.26%	4.47%	4.60%	4.67%	4.72%	4.73%	4.31%	4.38%	4.12%	4.19%	4.19%	4.19%	4.19%	4.19%	4.19%
E-5	5.27%	6.34%	5.78%	5.96%	6.19%	5.71%	5.72%	5.73%	5.28%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%
E-4	5.65%	6.86%	7.03%	7.07%	6.62%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%
E-3	6.14%	7.43%	7.69%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%	8.22%
E-2	9.06%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%
E-1	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%
E-1 <4	18.99%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Table C-4 (cont.). Enlisted members 1995 RMC raise comparison (three-year transition)

1994 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	3713	3777	3845	3912	3981	4044
E-8	0	0	0	0	0	0	3221	3289	3351	3416	3481	3544	3607
E-7	2514	2535	2638	2702	2765	2825	2883	2943	3001	3081	3138	3198	3235
E-6	2232	2253	2354	2417	2482	2541	2599	2660	2736	2794	2846	2877	2877
E-5	1999	2020	2110	2175	2236	2315	2375	2434	2481	2508	2508	2508	2508
E-4	1806	1827	1891	1958	2043	2097	2097	2097	2097	2097	2097	2097	2097
E-3	1699	1719	1780	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832
E-2	1621	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641
E-1	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511
1995 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	0	0	0	0	0	0	0	3847	3921	4001	4077	4157	4231
E-8	0	0	0	0	0	0	3331	3408	3478	3552	3624	3697	3768
E-7	2603	2646	2737	2808	2878	2941	3003	3066	3126	3200	3258	3321	3370
E-6	2308	2351	2441	2511	2582	2645	2707	2771	2839	2902	2949	2983	2983
E-5	2074	2116	2201	2271	2341	2414	2477	2540	2579	2605	2605	2605	2605
E-4	1864	1907	1977	2050	2131	2191	2191	2191	2191	2191	2191	2191	2191
E-3	1740	1783	1852	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916
E-2	1643	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686
E-1	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.60%	3.81%	4.05%	4.22%	4.42%	4.65%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.42%	3.62%	3.78%	3.99%	4.10%	4.34%	4.47%
E-7	3.54%	4.39%	3.75%	3.91%	4.08%	4.12%	4.16%	4.19%	4.16%	3.85%	3.82%	3.86%	4.17%
E-6	3.40%	4.35%	3.70%	3.88%	4.02%	4.09%	4.15%	4.17%	3.77%	3.85%	3.60%	3.67%	3.67%
E-5	3.72%	4.78%	4.28%	4.45%	4.69%	4.27%	4.32%	4.35%	3.94%	3.85%	3.85%	3.85%	3.85%
E-4	3.18%	4.36%	4.58%	4.67%	4.31%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
E-3	2.45%	3.71%	4.06%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%
E-2	1.38%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%
E-1	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%

**Table C-4 (cont.). Enlisted members 1996 RMC raise comparison (three-year transition)**

1995 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3847	3921	4001	4077	4157	4231	4342	4405	4570	4633
E-8	0	0	0	0	0	0	3331	3408	3478	3552	3624	3697	3768	3874	3944	4117	4188
E-7	2603	2646	2737	2808	2878	2941	3003	3066	3126	3200	3258	3321	3370	3464	3546	3729	3811
E-6	2308	2351	2441	2511	2582	2645	2707	2771	2839	2902	2949	2983	2983	2983	2983	2983	2983
E-5	2074	2116	2201	2271	2341	2414	2477	2540	2579	2605	2605	2605	2605	2605	2605	2605	2605
E-4	1864	1907	1977	2050	2131	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191
E-3	1740	1783	1852	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916
E-2	1643	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686
E-1	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539
1996 Proposed RMC Table																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	0	0	0	0	0	0	0	3983	4069	4161	4247	4339	4424	4517	4616	4715	4814
E-8	0	0	0	0	0	0	3443	3528	3607	3692	3770	3855	3933	4019	4129	4240	4351
E-7	2694	2761	2839	2916	2994	3060	3127	3193	3254	3321	3381	3447	3508	3575	3702	3831	3959
E-6	2386	2452	2530	2607	2685	2751	2818	2885	2945	3012	3054	3090	3090	3090	3090	3090	3090
E-5	2150	2217	2294	2371	2449	2516	2582	2649	2679	2704	2704	2704	2704	2704	2704	2704	2704
E-4	1923	1990	2067	2145	2222	2289	2289	2289	2289	2289	2289	2289	2289	2289	2289	2289	2289
E-3	1781	1848	1926	2003	2003	2003	2003	2003	2003	2003	2003	2003	2003	2003	2003	2003	2003
E-2	1664	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730
E-1	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)																	
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
E-9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.53%	3.75%	3.99%	4.15%	4.37%	4.56%	4.03%	4.78%	3.17%	3.90%
E-8	N/A	N/A	N/A	N/A	N/A	N/A	3.36%	3.54%	3.72%	3.92%	4.04%	4.27%	4.39%	3.74%	4.69%	2.98%	3.88%
E-7	3.50%	4.36%	3.72%	3.86%	4.01%	4.04%	4.12%	4.14%	4.09%	3.78%	3.77%	3.80%	4.10%	3.21%	4.43%	2.72%	3.87%
E-6	3.36%	4.31%	3.63%	3.83%	3.97%	4.02%	4.10%	4.12%	3.72%	3.80%	3.57%	3.62%	3.62%	3.62%	3.62%	3.62%	3.62%
E-5	3.69%	4.74%	4.25%	4.41%	4.61%	4.21%	4.25%	4.28%	3.88%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%
E-4	3.18%	4.37%	4.54%	4.63%	4.27%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%
E-3	2.37%	3.66%	3.99%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%
E-2	1.27%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%
E-1	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%

**Table C-5. Officers 1994 RMC raise comparison (three-year transition)**

1993 Current RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	8589	8589	8823	8823	8823	8823	9087	9087	9483	9483	10023	10023	10565
O-9	7817	7817	7972	8101	8101	8101	8258	8258	8522	8522	9073	9073	9469
O-8	7221	7221	7381	7512	7512	7512	7931	7931	8218	8218	8481	8768	9209
O-7	6294	6294	6595	6595	6595	6808	6808	7096	7096	7357	7907	8324	8324
O-6	4960	4960	5284	5521	5521	5521	5521	5521	5652	5652	6282	6517	6910
O-5	4206	4206	4664	4878	4878	4878	4878	4978	5161	5161	5688	5924	6212
O-4	3512	3512	3895	4175	4175	4229	4358	4567	4751	4909	5068	5172	5172
O-3	3133	3133	3377	3536	3798	3828	4031	4191	4345	4426	4426	4426	4426
O-2	2687	2687	2852	3248	3327	3377	3377	3377	3377	3377	3377	3377	3377
O-1	2274	2274	2336	2676	2676	2676	2676	2676	2676	2676	2676	2676	2676
1994 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	8964	8964	9189	9189	9251	9314	9560	9622	9961	10023	10461	10530	10970
O-9	8159	8159	8321	8411	8465	8520	8683	8738	8976	9030	9468	9529	9859
O-8	7537	7537	7700	7790	7842	7893	8236	8287	8537	8588	8823	9080	9315
O-7	6569	6569	6833	6833	6888	7090	7144	7398	7453	7689	8126	8476	8531
O-6	5086	5143	5426	5648	5705	5762	5819	5876	5933	6081	6576	6829	6986
O-5	4405	4462	4838	5044	5101	5158	5215	5341	5525	5749	5990	6201	6335
O-4	3678	3735	4128	4310	4368	4484	4652	4839	5008	5159	5311	5415	5415
O-3	3236	3300	3533	3707	3831	4063	4217	4369	4518	4596	4596	4596	4596
O-2	2814	2852	3004	3317	3410	3483	3483	3483	3483	3483	3483	3483	3483
O-1	2388	2414	2483	2746	2746	2746	2746	2746	2746	2746	2746	2746	2746
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	4.37%	4.37%	4.15%	4.15%	4.86%	5.57%	5.21%	5.89%	5.03%	5.69%	4.37%	5.06%	3.83%
O-9	4.37%	4.37%	4.38%	4.38%	4.50%	5.17%	5.15%	5.81%	5.33%	5.97%	4.35%	5.03%	4.12%
O-8	4.38%	4.38%	4.31%	4.31%	4.40%	5.07%	3.84%	4.48%	3.89%	4.51%	4.03%	3.56%	3.13%
O-7	4.38%	4.38%	3.61%	3.61%	4.43%	4.14%	4.94%	4.27%	5.04%	4.51%	2.76%	1.84%	2.49%
O-6	2.55%	3.70%	2.68%	2.29%	3.33%	4.36%	5.40%	6.43%	7.46%	7.60%	4.69%	4.79%	5.48%
O-5	4.74%	6.09%	3.72%	3.40%	4.57%	5.74%	6.90%	7.29%	7.05%	6.43%	5.30%	4.69%	4.61%
O-4	4.72%	6.35%	3.33%	3.23%	4.61%	6.03%	6.75%	5.96%	5.41%	5.10%	4.81%	4.70%	4.70%
O-3	3.27%	5.31%	4.62%	4.85%	3.50%	3.43%	4.61%	4.26%	3.97%	3.86%	3.86%	3.86%	3.86%
O-2	4.76%	6.16%	5.35%	2.15%	2.50%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%
O-1	5.01%	6.16%	6.32%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%



Table C-5 (cont.). Officers 1995 RMC raise comparison (three-year transition)

1994 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	8964	8964	9189	9189	9251	9314	9560	9622	9661	10023	10461	10530	10970
O-9	8159	8159	8321	8411	8465	8527	8683	8738	8976	9030	9468	9529	9859
O-8	7537	7537	7700	7790	7842	7883	8236	8287	8537	8588	8823	9080	9315
O-7	6559	6569	6833	6833	6898	7090	7144	7398	7453	7689	8126	8476	8531
O-6	5086	5143	5426	5648	5705	5762	5819	5876	5933	6081	6576	6829	6986
O-5	4405	4462	4838	5044	5101	5158	5215	5341	5525	5749	5997	6201	6335
O-4	3678	3735	4128	4310	4368	4484	4652	4839	5008	5159	5311	5415	5415
O-3	3236	3300	3533	3707	3831	4063	4217	4369	4518	4596	4596	4596	4596
O-2	2814	2852	3004	3317	3410	3483	3483	3483	3483	3483	3483	3483	3483
O-1	2388	2414	2483	2746	2746	2746	2746	2746	2746	2746	2746	2746	2746
1995 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	9337	9337	9552	9552	9682	9812	10037	10167	10441	10571	10896	11040	11367
O-9	8499	8499	8689	8715	8828	8942	9112	9225	9434	9548	9860	9987	10245
O-8	7851	7851	8016	8063	8170	8276	8535	8641	8851	8958	9160	9384	9587
O-7	6844	6844	7066	7066	7179	7369	7482	7699	7812	8020	8332	8609	8723
O-6	5204	5323	5559	5764	5883	6001	6121	6239	6358	6524	6871	7142	7354
O-5	4605	4724	5008	5205	5324	5442	5561	5715	5900	6105	6294	6479	6614
O-4	3844	3963	4256	4440	4560	4743	4953	5115	5268	5412	5555	5657	5657
O-3	3334	3467	3688	3879	4060	4194	4402	4546	4688	4764	4764	4764	4764
O-2	2941	3020	3158	3379	3486	3583	3583	3583	3583	3583	3583	3583	3583
O-1	2488	2543	2620	2798	2798	2798	2798	2798	2798	2798	2798	2798	2798
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	4.16%	4.16%	3.95%	3.95%	4.65%	5.34%	4.99%	5.66%	4.82%	5.47%	4.16%	4.84%	3.62%
O-9	4.17%	4.17%	4.17%	3.62%	4.29%	4.96%	4.94%	5.58%	5.11%	5.73%	4.15%	4.81%	3.91%
O-8	4.17%	4.17%	4.11%	3.50%	4.19%	4.86%	3.63%	4.27%	3.68%	4.30%	3.82%	3.35%	2.92%
O-7	4.18%	4.18%	3.40%	3.40%	4.23%	3.93%	4.73%	4.07%	4.82%	4.31%	2.54%	1.57%	2.25%
O-6	2.32%	3.49%	2.46%	2.05%	3.12%	4.16%	5.18%	6.18%	7.10%	7.29%	4.49%	4.58%	5.26%
O-5	4.53%	5.86%	3.52%	3.19%	4.37%	5.51%	6.63%	7.00%	6.77%	6.19%	5.09%	4.48%	4.41%
O-4	4.51%	6.09%	3.11%	3.02%	4.39%	5.78%	6.48%	5.71%	5.18%	4.89%	4.59%	4.48%	4.48%
O-3	3.05%	5.09%	4.40%	4.63%	3.28%	3.22%	4.40%	4.05%	3.77%	3.65%	3.65%	3.65%	3.65%
O-2	4.51%	5.88%	5.10%	1.87%	2.24%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%
O-1	4.20%	5.34%	5.50%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%

Table C-5 (cont.). Officers 1996 RMC raise comparison (three-year transition)

1995 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	9337	9337	9552	9552	9682	9812	10037	10167	10441	10571	10896	11040	11367
O-9	8499	8499	8669	8715	8828	8942	9112	9225	9434	9548	9860	9987	10245
O-8	7851	7851	8016	8063	8170	8276	8535	8641	8851	8958	9160	9384	9587
O-7	6844	6844	7066	7066	7179	7369	7482	7699	7812	8020	8332	8609	8723
O-6	5204	5323	5559	5764	5883	6001	6121	6239	6358	6524	6871	7142	7354
O-5	4605	4724	5008	5205	5324	5442	5561	5715	5900	6105	6294	6479	6614
O-4	3844	3963	4256	4440	4560	4743	4953	5115	5268	5412	5555	5657	5657
O-3	3334	3467	3688	3879	4060	4194	4402	4546	4688	4764	4764	4764	4764
O-2	2941	3020	3158	3379	3486	3583	3583	3583	3583	3583	3583	3583	3583
O-1	2488	2543	2620	2798	2798	2798	2798	2798	2798	2798	2798	2798	2798
1996 Proposed RMC Table													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	9719	9719	9921	9921	10124	10327	10530	10732	10935	11138	11341	11564	11768
O-9	8847	8847	9024	9024	9201	9378	9555	9731	9908	10085	10262	10459	10636
O-8	8172	8172	8339	8339	8506	8671	8838	9004	9170	9336	9503	9689	9857
O-7	7125	7125	7301	7301	7477	7654	7830	8006	8182	8359	8535	8732	8910
O-6	5319	5505	5690	5876	6061	6247	6432	6617	6803	6989	7174	7463	7733
O-5	4810	4996	5181	5367	5552	5737	5921	6106	6290	6475	6609	6763	6899
O-4	4015	4200	4385	4571	4756	5013	5268	5403	5537	5671	5805	5905	5905
O-3	3433	3641	3848	4056	4190	4325	4583	4727	4861	4935	4935	4935	4935
O-2	3072	3194	3316	3438	3560	3682	3682	3682	3682	3682	3682	3682	3682
O-1	2591	2676	2762	2847	2847	2847	2847	2847	2847	2847	2847	2847	2847
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)													
	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20
O-10	4.08%	4.08%	3.87%	3.87%	4.57%	5.25%	4.91%	5.56%	4.71%	5.36%	4.08%	4.75%	3.53%
O-9	4.10%	4.10%	4.10%	3.54%	4.22%	4.87%	4.86%	5.48%	5.02%	5.63%	4.07%	4.72%	3.82%
O-8	4.09%	4.09%	4.03%	3.42%	4.11%	4.77%	3.55%	4.20%	3.60%	4.23%	3.74%	3.25%	2.81%
O-7	4.11%	4.11%	3.33%	3.33%	4.16%	3.86%	4.65%	3.99%	4.74%	4.23%	2.44%	1.42%	2.14%
O-6	2.22%	3.42%	2.36%	1.94%	3.04%	4.09%	5.09%	6.06%	7.00%	7.11%	4.40%	4.49%	5.15%
O-5	4.46%	5.75%	3.45%	3.10%	4.29%	5.41%	6.48%	6.84%	6.61%	6.06%	4.99%	4.39%	4.31%
O-4	4.45%	5.99%	3.03%	2.94%	4.31%	5.68%	6.36%	5.62%	5.11%	4.80%	4.50%	4.39%	4.39%
O-3	2.98%	5.01%	4.34%	4.56%	3.21%	3.13%	4.33%	3.97%	3.69%	3.58%	3.58%	3.58%	3.58%
O-2	4.44%	5.77%	5.03%	1.74%	2.12%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%
O-1	4.12%	5.24%	5.42%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%

**Table C-6. Prior-service and warrant officers 1994 RMC raise comparison (three-year transition)**

1993 Current RMC Table															
	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>12	>14	>16	>18
OE-3	0	0	0	0	3847	3978	4080	4240	4394	4525	4525	4525	4525	4525	4525
OE-2	0	0	0	0	3442	3493	3572	3706	3809	3886	3886	3886	3886	3886	3886
OE-1	0	0	0	0	2838	2972	3050	3128	3207	3313	3313	3313	3313	3313	3313
W-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W-4	3210	3210	3363	3363	3415	3520	3626	3731	3915	4045	4148	4229	4330	4438	4697
W-3	2927	2927	3089	3089	3115	3140	3295	3428	3507	3586	3662	3744	3850	3953	4056
W-2	2625	2625	2762	2762	2814	2916	3023	3102	3181	3258	3339	3417	3494	3597	3597
W-1	2208	2208	2413	2413	2546	2624	2702	2778	2860	2937	3016	3093	3093	3093	3093
1994 Proposed RMC Table															
	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>12	>14	>16	>18
OE-3	0	0	0	0	3982	4114	4268	4420	4569	4701	4742	4790	4790	4790	4790
OE-2	0	0	0	0	3530	3602	3695	3825	3935	4026	4026	4026	4026	4026	4026
OE-1	0	0	0	0	2904	3034	3126	3218	3310	3422	3422	3422	3422	3422	3422
W-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W-4	3357	3380	3508	3531	3590	3700	3811	3922	4087	4216	4325	4426	4534	4684	4903
W-3	3023	3046	3180	3203	3244	3295	3436	3563	3651	3740	3827	3925	4033	4173	4279
W-2	2715	2738	2855	2878	2937	3038	3143	3227	3312	3396	3482	3573	3658	3790	3790
W-1	2301	2323	2488	2511	2626	2738	2820	2901	2986	3068	3151	3239	3239	3239	3239
RMC: cell-by-cell comparison (compare to a 4.3 percent raise)															
	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	>10	>12	>14	>16	>18
OE-3	N/A	N/A	N/A	N/A	3.49%	3.42%	4.59%	4.24%	3.96%	3.89%	4.81%	5.87%	5.87%	5.87%	5.87%
OE-2	N/A	N/A	N/A	N/A	2.54%	3.14%	3.45%	3.23%	3.31%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%
OE-1	N/A	N/A	N/A	N/A	2.32%	2.09%	2.51%	2.88%	3.23%	3.29%	3.29%	3.29%	3.29%	3.29%	3.29%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
W-4	4.58%	5.28%	4.32%	4.99%	5.12%	5.12%	5.11%	5.12%	4.41%	4.22%	4.27%	4.65%	4.70%	5.56%	5.20%
W-3	3.27%	4.05%	2.96%	3.70%	4.12%	4.94%	4.29%	3.94%	4.12%	4.31%	4.51%	4.82%	4.74%	5.56%	6.33%
W-2	3.44%	4.30%	3.39%	4.21%	4.36%	4.18%	3.94%	4.04%	4.13%	4.24%	4.29%	4.58%	4.67%	5.37%	5.37%
W-1	4.18%	5.20%	3.12%	4.06%	3.14%	4.32%	4.36%	4.41%	4.41%	4.46%	4.47%	4.74%	4.74%	4.74%	4.74%

Table C-6 (cont.). Prior-service and warrant officers 1995 RMC raise comparison (three-year transition)

1994 Proposed RMC Table

	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3982	4114	4268	4420	4569	4701	4742	4790	4790	4790	4790	4790	4790
OE-2	0	0	0	0	3530	3602	3695	3825	3935	4026	4026	4026	4026	4026	4026	4026	4026
OE-1	0	0	0	0	2904	3034	3126	3218	3310	3422	3422	3422	3422	3422	3422	3422	3422
W-5	0	0	0	0	0	0	0	0	0	0	0	0	4913	5052	5095	5326	5370
W-4	3357	3380	3508	3531	3590	3700	3811	3922	4087	4216	4325	4426	4534	4647	4684	4903	4941
W-3	3023	3046	3180	3203	3244	3295	3436	3563	3651	3740	3827	3925	4033	4138	4173	4279	4313
W-2	2715	2738	2855	2878	2937	3038	3143	3227	3312	3396	3482	3573	3658	3760	3790	3790	3790
W-1	2301	2323	2488	2511	2626	2738	2820	2901	2986	3068	3151	3239	3239	3239	3239	3239	3239

1995 Proposed RMC Table

	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	0	0	0	0	4112	4246	4455	4599	4741	4874	4960	5060	5060	5060	5060	5060	5060
OE-2	0	0	0	0	3611	3707	3814	3940	4057	4162	4162	4162	4162	4162	4162	4162	4162
OE-1	0	0	0	0	2963	3089	3196	3303	3409	3526	3526	3526	3526	3526	3526	3526	3526
W-5	0	0	0	0	0	0	0	0	0	0	0	0	5133	5273	5364	5552	5643
W-4	3504	3551	3653	3700	3766	3882	3998	4115	4260	4385	4500	4622	4737	4855	4934	5107	5187
W-3	3115	3162	3268	3315	3371	3451	3577	3696	3795	3894	3992	4106	4215	4323	4395	4503	4575
W-2	2803	2850	2946	2993	3059	3158	3260	3351	3442	3533	3625	3729	3820	3921	3984	3984	3984
W-1	2391	2438	2559	2606	2701	2849	2936	3022	3110	3197	3284	3384	3384	3384	3384	3384	3384

RMC: cell-by-cell comparison (compare to a 4.1 percent raise)

	<1	>1	>2	>3	>4	>6	>8	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
OE-3	N/A	N/A	N/A	N/A	3.28%	3.22%	4.39%	4.04%	3.77%	3.69%	4.60%	5.63%	5.63%	5.63%	5.63%	5.63%	5.63%
OE-2	N/A	N/A	N/A	N/A	2.30%	2.91%	3.22%	3.01%	3.08%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%
OE-1	N/A	N/A	N/A	N/A	2.04%	1.81%	2.24%	2.63%	2.98%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%
W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.47%	4.38%	5.27%	4.24%	5.09%
W-4	4.37%	5.06%	4.12%	4.79%	4.91%	4.92%	4.91%	4.91%	4.21%	4.02%	4.06%	4.43%	4.49%	4.49%	5.33%	4.17%	4.98%
W-3	3.06%	3.84%	2.75%	3.49%	3.93%	4.73%	4.09%	3.74%	3.93%	4.10%	4.30%	4.61%	4.53%	4.47%	5.32%	5.25%	6.07%
W-2	3.24%	4.10%	3.18%	4.00%	4.16%	3.97%	3.73%	3.84%	3.92%	4.04%	4.09%	4.36%	4.45%	4.30%	5.13%	5.13%	5.13%
W-1	3.93%	4.92%	2.85%	3.80%	2.87%	4.06%	4.11%	4.17%	4.16%	4.21%	4.22%	4.48%	4.48%	4.48%	4.48%	4.48%	4.48%

